

**Salary Table 2023-NY (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 36.16%**  
**For the Locality Pay Area of New York-Newark, NY-NJ-CT-PA**  
**Total Increase: 4.95%**  
**Effective January 2023**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 13.70	\$ 14.16	\$ 14.61	\$ 15.07	\$ 15.52	\$ 15.79	\$ 16.24	\$ 16.69	\$ 16.71	\$ 17.14
	O	20.55	21.24	21.92	22.61	23.28	23.69	24.36	25.04	25.07	25.71
2	B	15.40	15.77	16.28	16.71	16.90	17.40	17.90	18.39	18.89	19.39
	O	23.10	23.66	24.42	25.07	25.35	26.10	26.85	27.59	28.34	29.09
3	B	20.17	20.73	21.29	21.85	22.41	22.97	23.53	24.09	24.66	25.22
	O	30.26	31.10	31.94	32.78	33.62	34.46	35.30	36.14	36.99	37.83
4	B	22.64	23.27	23.90	24.53	25.16	25.79	26.42	27.04	27.67	28.30
	O	33.96	34.91	35.85	36.80	37.74	38.69	39.63	40.56	41.51	42.45
5	B	26.04	26.74	27.45	28.15	28.85	29.56	30.26	30.97	31.67	32.37
	O	39.06	40.11	41.18	42.23	43.28	44.34	45.39	46.46	47.51	48.56
6	B	27.45	28.24	29.02	29.81	30.59	31.37	32.16	32.94	33.73	34.51
	O	41.18	42.36	43.53	44.72	45.89	47.06	48.24	49.41	50.60	51.77
7	B	29.64	30.51	31.38	32.25	33.12	34.00	34.87	35.74	36.61	37.48
	O	44.46	45.77	47.07	48.38	49.68	51.00	52.31	53.61	54.60	54.60
8	B	30.89	31.86	32.82	33.79	34.75	35.72	36.68	37.65	38.62	39.58
	O	46.34	47.79	49.23	50.69	52.13	53.58	54.60	54.60	54.60	54.60
9	B	33.05	34.12	35.18	36.25	37.32	38.38	39.45	40.52	41.58	42.65
	O	49.58	51.18	52.77	54.38	54.60	54.60	54.60	54.60	54.60	54.60
10	B	36.40	37.57	38.75	39.92	41.10	42.27	43.44	44.62	45.79	46.97
	O	54.60	54.60	54.60	54.60	54.60	54.60	54.60	54.60	54.60	54.60
11	B	38.70	39.99	41.28	42.57	43.86	45.15	46.44	47.73	49.02	50.31
	O	54.60	54.60	54.60	54.60	54.60	54.60	54.60	54.60	54.60	54.60
12	B	46.39	47.93	49.48	51.02	52.57	54.12	55.66	57.21	58.76	60.30
	O	54.60	54.60	54.60	54.60	54.60	54.60	55.66	57.21	58.76	60.30
13	B	55.16	57.00	58.84	60.68	62.51	64.35	66.19	68.03	69.87	71.71
	O	55.16	57.00	58.84	60.68	62.51	64.35	66.19	68.03	69.87	71.71
14	B	65.18	67.35	69.53	71.70	73.87	76.04	78.22	80.39	82.56	84.74
	O	65.18	67.35	69.53	71.70	73.87	76.04	78.22	80.39	82.56	84.74
15	B	76.67	79.23	81.78	84.34	86.89	87.93	87.93	87.93	87.93	87.93
	O	76.67	79.23	81.78	84.34	86.89	87.93	87.93	87.93	87.93	87.93

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Note: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>