

**Salary Table 2024-DCB (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 33.26%**  
**For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA**

**Total Increase: 5.31%**

**Effective January 2024**

*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	\$ 14.04	\$ 14.51	\$ 14.98	\$ 15.44	\$ 15.91	\$ 16.18	\$ 16.64	\$ 17.11	\$ 17.13	\$ 17.56
	O	21.06	21.77	22.47	23.16	23.87	24.27	24.96	25.67	25.70	26.34
2	B	15.79	16.16	16.68	17.13	17.32	17.83	18.34	18.85	19.36	19.87
	O	23.69	24.24	25.02	25.70	25.98	26.75	27.51	28.28	29.04	29.81
3	B	20.67	21.24	21.82	22.39	22.96	23.54	24.11	24.69	25.26	25.83
	O	31.01	31.86	32.73	33.59	34.44	35.31	36.17	37.04	37.89	38.75
4	B	23.20	23.84	24.49	25.13	25.78	26.42	27.07	27.71	28.35	29.00
	O	34.80	35.76	36.74	37.70	38.67	39.63	40.61	41.57	42.53	43.50
5	B	26.68	27.40	28.12	28.84	29.56	30.28	31.00	31.72	32.45	33.17
	O	40.02	41.10	42.18	43.26	44.34	45.42	46.50	47.58	48.68	49.76
6	B	28.13	28.94	29.74	30.55	31.35	32.15	32.96	33.76	34.56	35.37
	O	42.20	43.41	44.61	45.83	47.03	48.23	49.44	50.64	51.84	53.06
7	B	30.37	31.26	32.16	33.05	33.94	34.84	35.73	36.62	37.52	38.41
	O	45.56	46.89	48.24	49.58	50.91	52.26	53.60	54.93	55.95	55.95
8	B	31.65	32.64	33.63	34.62	35.61	36.60	37.59	38.58	39.57	40.56
	O	47.48	48.96	50.45	51.93	53.42	54.90	55.95	55.95	55.95	55.95
9	B	33.87	34.96	36.05	37.15	38.24	39.33	40.42	41.52	42.61	43.70
	O	50.81	52.44	54.08	55.73	55.95	55.95	55.95	55.95	55.95	55.95
10	B	37.30	38.50	39.70	40.91	42.11	43.31	44.52	45.72	46.92	48.12
	O	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95
11	B	39.66	40.98	42.30	43.62	44.94	46.27	47.59	48.91	50.23	51.55
	O	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95
12	B	47.53	49.12	50.70	52.29	53.87	55.45	57.04	58.62	60.21	61.79
	O	55.95	55.95	55.95	55.95	55.95	55.95	57.04	58.62	60.21	61.79
13	B	56.52	58.41	60.29	62.17	64.06	65.94	67.83	69.71	71.60	73.48
	O	56.52	58.41	60.29	62.17	64.06	65.94	67.83	69.71	71.60	73.48
14	B	66.79	69.02	71.25	73.47	75.70	77.92	80.15	82.38	84.60	86.83
	O	66.79	69.02	71.25	73.47	75.70	77.92	80.15	82.38	84.60	86.83
15	B	78.56	81.18	83.80	86.42	89.04	91.66	91.95	91.95	91.95	91.95
	O	78.56	81.18	83.80	86.42	89.04	91.66	91.95	91.95	91.95	91.95

\* 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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>