

**Salary Table 2023-CLE (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 21.69%**  
**For the Locality Pay Area of Cleveland-Akron-Canton, OH**  
**Total Increase: 4.48%**  
**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	\$ 12.24	\$ 12.66	\$ 13.06	\$ 13.47	\$ 13.87	\$ 14.11	\$ 14.51	\$ 14.92	\$ 14.94	\$ 15.32
	O	18.36	18.99	19.59	20.21	20.81	21.17	21.77	22.38	22.41	22.98
2	B	13.77	14.10	14.55	14.94	15.11	15.55	15.99	16.44	16.88	17.33
	O	20.66	21.15	21.83	22.41	22.67	23.33	23.99	24.66	25.32	26.00
3	B	18.03	18.53	19.03	19.53	20.03	20.53	21.03	21.53	22.03	22.54
	O	27.05	27.80	28.55	29.30	30.05	30.80	31.55	32.30	33.05	33.81
4	B	20.24	20.80	21.36	21.92	22.48	23.05	23.61	24.17	24.73	25.29
	O	30.36	31.20	32.04	32.88	33.72	34.58	35.42	36.26	37.10	37.94
5	B	23.27	23.90	24.53	25.16	25.79	26.42	27.05	27.68	28.30	28.93
	O	34.91	35.85	36.80	37.74	38.69	39.63	40.58	41.52	42.45	43.40
6	B	24.54	25.24	25.94	26.64	27.34	28.04	28.74	29.44	30.14	30.84
	O	36.81	37.86	38.91	39.96	41.01	42.06	43.11	44.16	45.21	46.26
7	B	26.49	27.27	28.05	28.82	29.60	30.38	31.16	31.94	32.72	33.50
	O	39.74	40.91	42.08	43.23	44.40	45.57	46.74	47.91	48.80	48.80
8	B	27.61	28.47	29.33	30.20	31.06	31.92	32.79	33.65	34.51	35.38
	O	41.42	42.71	44.00	45.30	46.59	47.88	48.80	48.80	48.80	48.80
9	B	29.54	30.49	31.45	32.40	33.35	34.30	35.26	36.21	37.16	38.11
	O	44.31	45.74	47.18	48.60	48.80	48.80	48.80	48.80	48.80	48.80
10	B	32.53	33.58	34.63	35.68	36.73	37.78	38.83	39.88	40.93	41.98
	O	48.80	48.80	48.80	48.80	48.80	48.80	48.80	48.80	48.80	48.80
11	B	34.59	35.74	36.89	38.05	39.20	40.35	41.50	42.66	43.81	44.96
	O	48.80	48.80	48.80	48.80	48.80	48.80	48.80	48.80	48.80	48.80
12	B	41.46	42.84	44.22	45.60	46.98	48.37	49.75	51.13	52.51	53.89
	O	48.80	48.80	48.80	48.80	48.80	48.80	49.75	51.13	52.51	53.89
13	B	49.30	50.94	52.58	54.23	55.87	57.51	59.16	60.80	62.44	64.09
	O	49.30	50.94	52.58	54.23	55.87	57.51	59.16	60.80	62.44	64.09
14	B	58.25	60.20	62.14	64.08	66.02	67.96	69.91	71.85	73.79	75.73
	O	58.25	60.20	62.14	64.08	66.02	67.96	69.91	71.85	73.79	75.73
15	B	68.52	70.81	73.09	75.37	77.66	79.94	82.23	84.51	86.79	87.93
	O	68.52	70.81	73.09	75.37	77.66	79.94	82.23	84.51	86.79	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/>