

Salary Table 2023-DCB (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 32.49%
For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA
Total Increase: 4.86%
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	\$ 13.33	\$ 13.78	\$ 14.22	\$ 14.66	\$ 15.11	\$ 15.36	\$ 15.80	\$ 16.24	\$ 16.26	\$ 16.68
	O	20.00	20.67	21.33	21.99	22.67	23.04	23.70	24.36	24.39	25.02
2	B	14.99	15.35	15.84	16.26	16.45	16.93	17.41	17.90	18.38	18.86
	O	22.49	23.03	23.76	24.39	24.68	25.40	26.12	26.85	27.57	28.29
3	B	19.63	20.17	20.72	21.26	21.81	22.35	22.90	23.45	23.99	24.54
	O	29.45	30.26	31.08	31.89	32.72	33.53	34.35	35.18	35.99	36.81
4	B	22.03	22.64	23.26	23.87	24.48	25.09	25.70	26.32	26.93	27.54
	O	33.05	33.96	34.89	35.81	36.72	37.64	38.55	39.48	40.40	41.31
5	B	25.34	26.02	26.71	27.39	28.08	28.76	29.45	30.13	30.82	31.50
	O	38.01	39.03	40.07	41.09	42.12	43.14	44.18	45.20	46.23	47.25
6	B	26.71	27.48	28.24	29.00	29.77	30.53	31.29	32.06	32.82	33.58
	O	40.07	41.22	42.36	43.50	44.66	45.80	46.94	48.09	49.23	50.37
7	B	28.84	29.69	30.53	31.38	32.23	33.08	33.93	34.77	35.62	36.47
	O	43.26	44.54	45.80	47.07	48.35	49.62	50.90	52.16	53.13	53.13
8	B	30.06	31.00	31.94	32.88	33.82	34.76	35.70	36.64	37.58	38.51
	O	45.09	46.50	47.91	49.32	50.73	52.14	53.13	53.13	53.13	53.13
9	B	32.16	33.20	34.24	35.27	36.31	37.35	38.39	39.42	40.46	41.50
	O	48.24	49.80	51.36	52.91	53.13	53.13	53.13	53.13	53.13	53.13
10	B	35.42	36.56	37.70	38.85	39.99	41.13	42.27	43.42	44.56	45.70
	O	53.13	53.13	53.13	53.13	53.13	53.13	53.13	53.13	53.13	53.13
11	B	37.66	38.91	40.17	41.42	42.68	43.93	45.19	46.44	47.70	48.95
	O	53.13	53.13	53.13	53.13	53.13	53.13	53.13	53.13	53.13	53.13
12	B	45.14	46.64	48.15	49.65	51.15	52.66	54.16	55.67	57.17	58.68
	O	53.13	53.13	53.13	53.13	53.13	53.13	54.16	55.67	57.17	58.68
13	B	53.67	55.46	57.25	59.04	60.83	62.62	64.41	66.20	67.98	69.77
	O	53.67	55.46	57.25	59.04	60.83	62.62	64.41	66.20	67.98	69.77
14	B	63.43	65.54	67.65	69.77	71.88	74.00	76.11	78.22	80.34	82.45
	O	63.43	65.54	67.65	69.77	71.88	74.00	76.11	78.22	80.34	82.45
15	B	74.60	77.09	79.58	82.06	84.55	87.04	87.93	87.93	87.93	87.93
	O	74.60	77.09	79.58	82.06	84.55	87.04	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/>