

Salary Table 2023-CS
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 19.11%
For the Locality Pay Area of Colorado Springs, CO
Total Increase: 4.71%
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 | \$ 11.98 | \$ 12.39 | \$ 12.78 | \$ 13.18 | \$ 13.58 | \$ 13.81 | \$ 14.21 | \$ 14.60 | \$ 14.62 | \$ 14.99 |
| | O | 17.97 | 18.59 | 19.17 | 19.77 | 20.37 | 20.72 | 21.32 | 21.90 | 21.93 | 22.49 |
| 2 | B | 13.48 | 13.80 | 14.24 | 14.62 | 14.79 | 15.22 | 15.66 | 16.09 | 16.52 | 16.96 |
| | O | 20.22 | 20.70 | 21.36 | 21.93 | 22.19 | 22.83 | 23.49 | 24.14 | 24.78 | 25.44 |
| 3 | B | 14.70 | 15.19 | 15.68 | 16.17 | 16.67 | 17.16 | 17.65 | 18.14 | 18.63 | 19.12 |
| | O | 22.05 | 22.79 | 23.52 | 24.26 | 25.01 | 25.74 | 26.48 | 27.21 | 27.95 | 28.68 |
| 4 | B | 16.51 | 17.06 | 17.61 | 18.16 | 18.71 | 19.26 | 19.81 | 20.36 | 20.91 | 21.46 |
| | O | 24.77 | 25.59 | 26.42 | 27.24 | 28.07 | 28.89 | 29.72 | 30.54 | 31.37 | 32.19 |
| 5 | B | 18.47 | 19.08 | 19.70 | 20.31 | 20.93 | 21.55 | 22.16 | 22.78 | 23.39 | 24.01 |
| | O | 27.71 | 28.62 | 29.55 | 30.47 | 31.40 | 32.33 | 33.24 | 34.17 | 35.09 | 36.02 |
| 6 | B | 20.59 | 21.27 | 21.96 | 22.64 | 23.33 | 24.02 | 24.70 | 25.39 | 26.07 | 26.76 |
| | O | 30.89 | 31.91 | 32.94 | 33.96 | 35.00 | 36.03 | 37.05 | 38.09 | 39.11 | 40.14 |
| 7 | B | 22.88 | 23.64 | 24.40 | 25.16 | 25.93 | 26.69 | 27.45 | 28.21 | 28.98 | 29.74 |
| | O | 34.32 | 35.46 | 36.60 | 37.74 | 38.90 | 40.04 | 41.18 | 42.32 | 43.47 | 44.61 |
| 8 | B | 25.33 | 26.18 | 27.02 | 27.87 | 28.71 | 29.56 | 30.40 | 31.25 | 32.09 | 32.94 |
| | O | 38.00 | 39.27 | 40.53 | 41.81 | 43.07 | 44.34 | 45.60 | 46.22 | 46.22 | 46.22 |
| 9 | B | 27.98 | 28.91 | 29.85 | 30.78 | 31.71 | 32.64 | 33.58 | 34.51 | 35.44 | 36.37 |
| | O | 41.97 | 43.37 | 44.78 | 46.17 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 |
| 10 | B | 30.81 | 31.84 | 32.87 | 33.90 | 34.92 | 35.95 | 36.98 | 38.00 | 39.03 | 40.06 |
| | O | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 |
| 11 | B | 33.85 | 34.98 | 36.11 | 37.24 | 38.37 | 39.50 | 40.62 | 41.75 | 42.88 | 44.01 |
| | O | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 |
| 12 | B | 40.58 | 41.93 | 43.28 | 44.64 | 45.99 | 47.34 | 48.69 | 50.05 | 51.40 | 52.75 |
| | O | 46.22 | 46.22 | 46.22 | 46.22 | 46.22 | 47.34 | 48.69 | 50.05 | 51.40 | 52.75 |
| 13 | B | 48.25 | 49.86 | 51.47 | 53.08 | 54.69 | 56.29 | 57.90 | 59.51 | 61.12 | 62.73 |
| | O | 48.25 | 49.86 | 51.47 | 53.08 | 54.69 | 56.29 | 57.90 | 59.51 | 61.12 | 62.73 |
| 14 | B | 57.02 | 58.92 | 60.82 | 62.72 | 64.62 | 66.52 | 68.42 | 70.32 | 72.22 | 74.12 |
| | O | 57.02 | 58.92 | 60.82 | 62.72 | 64.62 | 66.52 | 68.42 | 70.32 | 72.22 | 74.12 |
| 15 | B | 67.07 | 69.31 | 71.54 | 73.78 | 76.01 | 78.25 | 80.48 | 82.72 | 84.95 | 87.19 |
| | O | 67.07 | 69.31 | 71.54 | 73.78 | 76.01 | 78.25 | 80.48 | 82.72 | 84.95 | 87.19 |

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/>