



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

The Director

December 23, 2022

CPM-2022-22

Memorandum for Heads of Executive Departments and Agencies

From: Kiran A. Ahuja
Director

Subject: January 2023 Pay Adjustments

The President has signed an Executive order to implement the January 2023 pay adjustments. (See Attachment 1.) Pursuant to the [President's alternative plan](#) issued under [5 U.S.C. 5303\(b\)](#) and [5304a](#) on August 31, 2022, the Executive order authorizes a 4.1 percent across-the-board increase for statutory pay systems and locality pay increases costing approximately 0.5 percent of basic payroll, reflecting an overall average pay increase of 4.6 percent. This memorandum reviews relevant portions of the Executive order.

The pay adjustment guidance in this memorandum does not apply to senior political officials that have been covered by a pay freeze. We will issue separate guidance regarding whether this pay freeze will be continued or terminated.

New 2023 Salary Tables and Effective Date

We have posted the [2023 salary tables](#) on OPM's website. The 2023 pay schedules are effective the first day of the first applicable pay period beginning on or after January 1, 2023 (January 1, 2023, based on the standard biweekly payroll cycle).

The General Schedule and Other Statutory Pay Systems

The Executive order provides an across-the-board increase of 4.1 percent in the rates of basic pay for the statutory pay systems—the General Schedule (GS), the Foreign Service schedule, and certain schedules for the Veterans Health Administration of the U.S. Department of Veterans Affairs. Special base rates for law enforcement officers at GS grades 3 through 10 are also increased by 4.1 percent. (These law enforcement officers are assigned the “GL” pay plan code.)

Executive Schedule

Under [5 U.S.C. 5318](#), the official Executive Schedule (EX) rates of pay are increased by 4.1 percent (rounded to the nearest \$100). The [official EX salary table](#) is available on OPM's

website. The official EX rates of pay are used in establishing pay limitations for employees and pay systems unaffected by any pay freeze for certain senior political officials.

Senior Executive Service

Under [5 U.S.C. 5382](#), the minimum rate of basic pay for the Senior Executive Service (SES) rate range is adjusted to be consistent with the increase in the minimum rate of basic pay for senior-level positions under [5 U.S.C. 5376](#) (\$141,022 in 2023). The applicable maximum rate of basic pay for the SES is \$212,100 (EX-II) for SES members covered by an SES performance appraisal system certified pursuant to [5 U.S.C. 5307\(d\)](#) and \$195,000 (EX-III) for SES members covered by an SES performance appraisal system that has not been certified. An SES member with a pay rate below the minimum rate of the new SES rate range must receive a pay increase effective January 1, 2023, that brings the SES member's rate to at least the new minimum rate because an SES member may not receive less than the minimum rate of the SES rate range.

Other SES pay adjustments must generally be made based on individual performance, contribution to the agency's performance, or both, as determined under a rigorous performance management system, pursuant to [5 U.S.C. 5382](#). An agency's determination to adjust the rate of basic pay for an SES member that is approved by the end of the first pay period in January 2023 (January 14, 2023) may be made effective as of the first day of that first pay period (January 1, 2023). Determinations to adjust SES pay that are approved after January 14, 2023, will become effective at the beginning of the next pay period following the approval. OPM's regulations for setting and adjusting SES pay are available at [5 CFR part 534, subpart D](#).

Senior-Level and Scientific and Professional Positions

The minimum rate of basic pay for the senior-level (SL) and scientific and professional (ST) rate range is increased by 4.1 percent, which is the amount of the base GS increase, and is \$141,022 in 2023. An SL or ST employee with a pay rate below the minimum rate of the new SL/ST rate range must receive a pay increase effective January 1, 2023, that brings the employee's rate to at least the new minimum rate because an SL or ST employee may not receive less than the minimum rate of the SL/ST rate range. The applicable maximum rate of basic pay is \$212,100 (EX-II) for SL or ST employees covered by a certified SL/ST performance appraisal system and \$195,000 (EX-III) for SL or ST employees covered by an SL/ST performance appraisal system that has not been certified.

As provided in [5 U.S.C. 5376\(b\)\(2\)](#) and [5 CFR 534.507\(a\)\(1\)](#), effective at the beginning of the first applicable pay period commencing on or after the first day of the month in which an adjustment takes effect under [5 U.S.C. 5303](#) in the rates of basic pay under the General Schedule, the head of an agency must adjust an SL/ST employee's rate of basic pay by an amount the agency head considers appropriate (including a zero adjustment), subject to the

regulations in [5 CFR 534.507](#), and the agency's written procedures. Therefore, each agency must make an appropriate adjustment in each SL/ST employee's rate of basic pay because the General Schedule is being adjusted the first day of the first pay period beginning on or after January 1, 2023. The adjustment of an SL/ST employee's pay rate under [5 CFR 534.507\(a\)\(1\)](#) must be made effective on the first day of the first pay period beginning on or after January 1, 2023 (January 1, 2023, based on the standard biweekly payroll cycle). An agency's determination to adjust the rate of basic pay for an SL or ST employee that is approved by the end of the first pay period in January 2023 (January 14, 2023) may be made effective as of the first day of that first pay period (January 1, 2023). Determinations to adjust SL/ST pay that are approved after January 14, 2023, will become effective at the beginning of the next pay period following the approval. OPM's regulations for setting and adjusting SL/ST pay are available at 5 CFR part 534, subpart E.

Post-Employment Restrictions

Agencies are required to notify SES members, SL and ST employees, and other individuals who are paid at a rate of basic pay equal to or greater than 86.5 percent of the rate for EX-II (\$212,100 x 86.5 percent = \$183,467 in 2023) that they are subject to certain post-employment restrictions in [18 U.S.C. 207\(c\)\(2\)\(A\)\(ii\)](#). OPM's regulations requiring notification of post-employment restrictions are available at [5 CFR part 730](#). Agencies may continue to use the sample notice OPM provided in its memorandum of January 6, 2004 ([CPM 2004-01](#)), to notify SES members, SL or ST employees, or other individuals that they are subject to the post-employment restrictions in [18 U.S.C. 207\(c\)](#). (Agencies will need to update the pay system, salary threshold, and effective date, as appropriate.) [View the sample notice.](#)

Aggregate Limitation on Pay

The aggregate limitation on pay for calendar year 2023 is \$235,600 (equivalent to the rate for EX-I). SES members and employees in SL/ST positions who are covered by a certified performance appraisal system are subject to a higher aggregate limitation on pay of the Vice President's salary (\$272,100 in 2023). (See [5 U.S.C. 5307](#) and [5 CFR part 530, subpart B.](#))

Administrative Law Judges

The Executive order reflects a decision by the President to increase the rates of basic pay for administrative law judges (ALJs) by 4.1 percent, rounded to the nearest \$100. The rate of basic pay for AL-1 is \$183,500 (equivalent to the rate for EX-IV). The rate of basic pay for AL-2 is \$178,900. The rates of basic pay for AL-3/A through 3/F range from \$122,400 to \$169,600. The [new ALJ salary table](#) is available on OPM's website.

Administrative Appeals Judges

Under [5 U.S.C. 5372b](#), the rates of basic pay for administrative appeals judge (AAJ) positions must be set at a rate not less than the minimum rate of basic pay for level AL-3 and not more than the maximum rate of basic pay for level AL-3 of the ALJ pay system established under [5 U.S.C. 5372](#). At [5 CFR 534.603](#), OPM's regulations link the structure of the AAJ pay system directly to the structure for level AL-3 of the ALJ pay system. The AAJ pay system includes six rates of basic pay—AA-1, 2, 3, 4, 5, and 6. These rates correspond to the rates of basic pay for AL-3/A, B, C, D, E, and F of the ALJ pay system. The [new AAJ salary table](#) is available on OPM's website.

Locality Pay Areas

On December 5, 2022, OPM published a final rule in the Federal Register on behalf of the President's Pay Agent making changes to the definitions of two locality pay areas. The final regulations include Carroll County, IL, in the Davenport-Moline, IA-IL locality pay area, and Brooks County, TX, in the Corpus Christi-Kingsville-Alice, TX, locality pay area, as areas of application. The definition changes and any pay adjustments resulting from the definition changes are applicable the first day of the first applicable pay period beginning on or after January 4, 2023 (January 15, 2023, based on the standard biweekly pay period cycle). The [final rule](#) is available on the Federal Register's website. [Locality pay area definitions](#) are available on OPM's website.

Locality Payments

The President's Executive order reflects the amounts of the new locality payments for GS employees. Attachment 2 provides a table showing the 2023 locality pay percentage and total percentage increase in each locality pay area (reflecting the combined effect of the 4.1 percent across-the-board increase and the applicable increase in the locality pay percentage). Attachment 3 provides a chart showing an example of how the 2023 locality rate and total increase are computed for an employee in the Rest of U.S. locality pay area. GS locality rates are limited to the rate for EX-IV. (See [5 U.S.C. 5304\(g\)\(1\)](#) and the "Executive Schedule" section, above.) The [2023 locality pay tables](#) for the General Schedule are available on OPM's website.

Locality Pay Extensions

On November 30, 2022, OPM issued a memorandum on behalf of the President's Pay Agent (the Secretary of Labor and the Directors of the U.S. Office of Management and Budget and OPM) that continues GS locality payments for ALJs and certain other non-GS employee categories in 2023. The [memo](#) is available on OPM's website.

Cost-of-Living Allowance Rates for Nonforeign Areas

As provided under the Nonforeign Area Retirement Equity Assurance Act of 2009 (subtitle B of title XIX of the National Defense Authorization Act for Fiscal Year 2010 (Public Law 111-84, October 28, 2009)), employees in nonforeign areas entitled to cost-of-living allowances (COLAs) have corresponding reductions in their COLAs when locality rates increase. The locality and COLA rates in each COLA area are available at <https://www.opm.gov/policy-data-oversight/pay-leave/pay-systems/nonforeign-areas/>.

Special Rates

We are issuing a separate memorandum announcing the results of OPM's annual review of special rates and the 2023 special rate adjustments.

Prevailing Rate Pay Adjustments

We are issuing a separate memorandum on pay adjustments for certain prevailing rate (wage) employees.

2023 Premium Pay Caps

Under [5 U.S.C. 5547\(a\)](#) and [5 CFR 550.105](#), GS and other covered employees may receive certain types of premium pay in a biweekly pay period only to the extent that the sum of basic pay and such premium pay for the pay period does not exceed the greater of the biweekly rate payable for (1) GS-15, step 10 (including any applicable locality payment or special rate supplement), or (2) the rate payable for EX-V (\$172,100 in 2023). In certain emergency or mission-critical situations, an agency may apply an annual premium pay cap instead of a biweekly premium pay cap, subject to the conditions prescribed in law and regulation. (See [5 U.S.C. 5547\(b\)](#) and [5 CFR 550.106–550.107](#).) We have posted the [2023 biweekly premium pay caps fact sheet](#) on OPM's website.

Adjusting Retained Rates

Certain employees are entitled to retained rates above the applicable rate range under [5 U.S.C. 5363](#) and [5 CFR part 536](#). As provided in [5 U.S.C. 5363\(b\)\(2\)\(B\)](#) and [5 CFR 536.305](#), when the maximum rate of the highest applicable rate range for an employee's position of record is increased while the employee is receiving a retained rate, the employee is entitled to 50 percent of the amount of the increase in that maximum rate. An [example of adjusting a retained rate](#) can be found in the fact sheet on OPM's website.

Pay Administration

We have updated examples of pay computations to reflect the pay adjustment for GS employees:

[Examples of January 2023 Pay Computations](#)

[How to Compute Rates of Pay](#)

[How to Compute Fair Labor Standards Act Overtime Pay](#)

Questions

Agency headquarters-level human resources offices may contact OPM at pay-leave-policy@opm.gov. Employees should contact their agency human resources offices for assistance.

Attachments

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, and Human Resources Directors

EXECUTIVE ORDER

14090

ADJUSTMENTS OF CERTAIN RATES OF PAY

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

Section 1. Statutory Pay Systems. The rates of basic pay or salaries of the statutory pay systems (as defined in 5 U.S.C. 5302(1)), as adjusted under 5 U.S.C. 5303, are set forth on the schedules attached hereto and made a part hereof:

(a) The General Schedule (5 U.S.C. 5332(a)) at Schedule 1;

(b) The Foreign Service Schedule (22 U.S.C. 3963) at Schedule 2; and

(c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (38 U.S.C. 7306, 7401, 7404; section 301(a) of Public Law 102-40) at Schedule 3.

Sec. 2. Senior Executive Service. The ranges of rates of basic pay for senior executives in the Senior Executive Service, as established pursuant to 5 U.S.C. 5382, are set forth on Schedule 4 attached hereto and made a part hereof.

Sec. 3. Certain Executive, Legislative, and Judicial Salaries. The rates of basic pay or salaries for the following offices and positions are set forth on the schedules attached hereto and made a part hereof:

(a) The Executive Schedule (5 U.S.C. 5311-5318) at Schedule 5;

(b) The Vice President (3 U.S.C. 104) and the Congress (2 U.S.C. 4501) at Schedule 6; and

(c) Justices and judges (28 U.S.C. 5, 44(d), 135, 252, and 461(a)) at Schedule 7.

Sec. 4. Uniformed Services. The rates of monthly basic pay (37 U.S.C. 203(a)) for members of the uniformed services,

as adjusted under 37 U.S.C. 1009, and the rate of monthly cadet or midshipman pay (37 U.S.C. 203(c)) are set forth on Schedule 8 attached hereto and made a part hereof.

Sec. 5. Locality-Based Comparability Payments.

(a) Pursuant to section 5304 of title 5, United States Code, and my authority to implement an alternative level of comparability payments under section 5304a of title 5, United States Code, locality-based comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part hereof.

(b) The Director of the Office of Personnel Management shall take such actions as may be necessary to implement these payments and to publish appropriate notice of such payments in the *Federal Register*.

Sec. 6. Administrative Law Judges. Pursuant to section 5372 of title 5, United States Code, the rates of basic pay for administrative law judges are set forth on Schedule 10 attached hereto and made a part hereof.

Sec. 7. Effective Dates. Schedule 8 is effective January 1, 2023. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2023.

Sec. 8. Prior Order Superseded. Executive Order 14061 of December 22, 2021, is superseded as of the effective dates specified in section 7 of this order.

JOSEPH R. BIDEN JR.

THE WHITE HOUSE,
December 23, 2022

SCHEDULE 1--GENERAL SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

Grade	1	2	3	4	5	6	7	8	9	10
GS-1	\$20,999	\$21,704	\$22,401	\$23,097	\$23,794	\$24,202	\$24,893	\$25,589	\$25,617	\$26,273
GS-2	23,612	24,174	24,956	25,617	25,906	26,668	27,430	28,192	28,954	29,716
GS-3	25,764	26,623	27,482	28,341	29,200	30,059	30,918	31,777	32,636	33,495
GS-4	28,921	29,885	30,849	31,813	32,777	33,741	34,705	35,669	36,633	37,597
GS-5	32,357	33,436	34,515	35,594	36,673	37,752	38,831	39,910	40,989	42,068
GS-6	36,070	37,272	38,474	39,676	40,878	42,080	43,282	44,484	45,686	46,888
GS-7	40,082	41,418	42,754	44,090	45,426	46,762	48,098	49,434	50,770	52,106
GS-8	44,389	45,869	47,349	48,829	50,309	51,789	53,269	54,749	56,229	57,709
GS-9	49,028	50,662	52,296	53,930	55,564	57,198	58,832	60,466	62,100	63,734
GS-10	53,990	55,790	57,590	59,390	61,190	62,990	64,790	66,590	68,390	70,190
GS-11	59,319	61,296	63,273	65,250	67,227	69,204	71,181	73,158	75,135	77,112
GS-12	71,099	73,469	75,839	78,209	80,579	82,949	85,319	87,689	90,059	92,429
GS-13	84,546	87,364	90,182	93,000	95,818	98,636	101,454	104,272	107,090	109,908
GS-14	99,908	103,238	106,568	109,898	113,228	116,558	119,888	123,218	126,548	129,878
GS-15	117,518	121,435	125,352	129,269	133,186	137,103	141,020	144,937	148,854	152,771

SCHEDULE 2--FOREIGN SERVICE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

Step	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7	Class 8	Class 9
1	\$117,518	\$95,225	\$77,160	\$62,523	\$50,662	\$45,290	\$40,488	\$36,195	\$32,357
2	121,044	98,082	79,475	64,399	52,182	46,649	41,703	37,281	33,328
3	124,675	101,024	81,859	66,331	53,747	48,048	42,954	38,399	34,328
4	128,415	104,055	84,315	68,321	55,360	49,490	44,242	39,551	35,357
5	132,268	107,177	86,844	70,370	57,021	50,974	45,570	40,738	36,418
6	136,236	110,392	89,450	72,481	58,731	52,504	46,937	41,960	37,511
7	140,323	113,704	92,133	74,656	60,493	54,079	48,345	43,219	38,636
8	144,532	117,115	94,897	76,895	62,308	55,701	49,795	44,515	39,795
9	148,868	120,628	97,744	79,202	64,177	57,372	51,289	45,851	40,989
10	152,771	124,247	100,676	81,578	66,102	59,093	52,828	47,226	42,219
11	152,771	127,974	103,697	84,026	68,085	60,866	54,412	48,643	43,485
12	152,771	131,814	106,807	86,546	70,128	62,692	56,045	50,102	44,790
13	152,771	135,768	110,012	89,143	72,232	64,573	57,726	51,605	46,133
14	152,771	139,841	113,312	91,817	74,399	66,510	59,458	53,154	47,517

**SCHEDULE 3--VETERANS HEALTH ADMINISTRATION SCHEDULES
DEPARTMENT OF VETERANS AFFAIRS**

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2023)

Schedule for the Office of the Under Secretary for Health
(38 U.S.C. 7306) and Directors of Medical Centers and Veterans Integrated Service
Networks (38 U.S.C. 7401(4)) *

	<u>Minimum</u>	<u>Maximum</u>
	\$141,022	\$212,100**
Physician, Podiatrist, and Dentist Base and Longevity Pay Schedule***		
	<u>Minimum</u>	<u>Maximum</u>
Physician Grade	\$115,587	\$169,529
Dentist Grade	115,587	169,529
Podiatrist Grade.	115,587	169,529
Chiropractor and Optometrist Schedule		
	<u>Minimum</u>	<u>Maximum</u>
Chief Grade	\$117,518	\$152,771
Senior Grade.	99,908	129,878
Intermediate Grade.	84,546	109,908
Full Grade.	71,099	92,429
Associate Grade	59,319	77,112
Expanded-Function Dental Auxiliary Schedule****		
	<u>Minimum</u>	<u>Maximum</u>
Director Grade.	\$117,518	\$152,771
Assistant Director Grade.	99,908	129,878
Chief Grade	84,546	109,908
Senior Grade.	71,099	92,429
Intermediate Grade.	59,319	77,112
Full Grade.	49,028	63,734
Associate Grade	42,190	54,844
Junior Grade.	36,070	46,888

* Pursuant to 38 U.S.C. 7404(a)(2)(A) and (e), this schedule does not apply to the Director of Nursing Service or any incumbents who are physicians, podiatrists, or dentists. See also 38 U.S.C. 7404(a)(2)(B).

** Pursuant to 38 U.S.C. 7404(a)(3)(B), for positions that are covered by a certified performance appraisal system, the maximum rate of basic pay may not exceed the rate of basic pay payable for level II of the Executive Schedule. For positions that are not covered by a certified performance appraisal system, the maximum rate of basic pay may not exceed the rate of basic pay payable for level III of the Executive Schedule.

*** Pursuant to 38 U.S.C. 7431, Veterans Health Administration physicians, podiatrists, and dentists paid under the Physician, Podiatrist, and Dentist Base and Longevity Pay schedule may also be paid market pay and performance pay.

**** Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b), as in effect on August 14, 1990, with subsequent adjustments.

SCHEDULE 4--SENIOR EXECUTIVE SERVICE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

<u>Structure of the SES Pay System</u>	<u>Minimum</u>	<u>Maximum</u>
Agencies with a Certified SES		
Performance Appraisal System	\$141,022	\$212,100
Agencies without a Certified SES		
Performance Appraisal System	\$141,022	\$195,000

SCHEDULE 5--EXECUTIVE SCHEDULE

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

Level I	\$235,600
Level II	212,100
Level III.	195,000
Level IV	183,500
Level V	172,100

SCHEDULE 6--VICE PRESIDENT AND MEMBERS OF CONGRESS

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

Vice President	\$272,100
Senators	174,000
Members of the House of Representatives.	174,000
Delegates to the House of Representatives.	174,000
Resident Commissioner from Puerto Rico	174,000
President pro tempore of the Senate.	193,400
Majority leader and minority leader of the Senate.	193,400
Majority leader and minority leader of the House of Representatives	193,400
Speaker of the House of Representatives.	223,500

SCHEDULE 7--JUDICIAL SALARIES

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2023)

Chief Justice of the United States	\$298,500
Associate Justices of the Supreme Court.	285,400
Circuit Judges	246,600
District Judges.	232,600
Judges of the Court of International Trade	232,600

**SCHEDULE 8--PAY OF THE UNIFORMED SERVICES
(Effective January 1, 2023)**

**Part I--MONTHLY BASIC PAY
YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)**

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
COMMISSIONED OFFICERS											
O-10*	-	-	-	-	-	-	-	-	-	-	-
O-9	-	-	-	-	-	-	-	-	-	-	-
O-8	\$12,170.70	\$12,570.00	\$12,834.30	\$12,908.10	\$13,238.40	\$13,789.50	\$13,918.20	\$14,441.70	\$14,592.60	\$15,043.50	\$15,696.60
O-7	10,113.00	10,582.80	10,800.30	10,973.40	11,286.00	11,595.30	11,952.60	12,308.70	12,666.60	13,789.50	14,737.80
O-6**	7,669.20	8,425.20	8,978.10	8,978.10	9,012.60	9,398.70	9,450.00	9,450.00	9,987.00	10,936.20	11,493.60
O-5	6,393.30	7,202.10	7,700.40	7,794.30	8,105.70	8,291.40	8,700.60	9,001.80	9,389.70	9,982.80	10,265.40
O-4	5,516.40	6,385.20	6,812.10	6,906.30	7,301.70	7,726.20	8,254.80	8,665.50	8,951.10	9,115.50	9,210.30
O-3***	4,849.80	5,497.80	5,933.40	6,469.80	6,780.30	7,120.50	7,340.10	7,701.60	7,890.60	7,890.60	7,890.60
O-2***	4,190.70	4,772.70	5,496.90	5,682.60	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30
O-1***	3,637.20	3,786.00	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80

**COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE
AS AN ENLISTED MEMBER OR WARRANT OFFICER******

O-3E	-	-	-	\$6,469.80	\$6,780.30	\$7,120.50	\$7,340.10	\$7,701.60	\$8,007.00	\$8,182.50	\$8,421.00
O-2E	-	-	-	5,682.60	5,799.30	5,983.80	6,295.50	6,536.70	6,715.80	6,715.80	6,715.80
O-1E	-	-	-	4,576.80	4,887.00	5,067.90	5,252.70	5,433.90	5,682.60	5,682.60	5,682.60

WARRANT OFFICERS

W-5	-	-	-	-	-	-	-	-	-	-	-
W-4	\$5,012.40	\$5,391.30	\$5,546.10	\$5,698.20	\$5,960.70	\$6,220.20	\$6,483.00	\$6,877.80	\$7,224.30	\$7,554.00	\$7,824.30
W-3	4,577.70	4,767.90	4,964.10	5,027.70	5,232.30	5,635.80	6,055.80	6,253.80	6,482.70	6,718.20	7,142.40
W-2	4,050.30	4,433.40	4,551.00	4,632.30	4,894.80	5,302.80	5,505.60	5,704.50	5,948.10	6,138.60	6,310.80
W-1	3,555.00	3,938.10	4,040.70	4,258.20	4,515.00	4,893.90	5,070.60	5,318.70	5,561.70	5,753.10	5,929.20

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2023, which is \$17,675.10 per month for officers at pay grades O-7 through O-10. This includes officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, Commandant of the Marine Corps, Chief of Space Operations, Commandant of the Coast Guard, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

** Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2023, which is \$14,341.80 per month, for officers at pay grades O-6 and below.

*** Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or warrant officer.

**** Reservists with at least 1,460 points as an enlisted member, a warrant officer, or a warrant officer and an enlisted member which are creditable toward reserve retirement also qualify for these rates.

SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 2)
(Effective January 1, 2023)
Part I--MONTHLY BASIC PAY
YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
COMMISSIONED OFFICERS											
O-10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*	\$17,675.10*
O-9	17,201.40	17,449.80	17,675.10*	17,675.10*	17,675.10*	17,675.10*	17,675.10*	17,675.10*	17,675.10*	17,675.10*	17,675.10*
O-8	16,298.10	16,700.10	16,700.10	16,700.10	16,700.10	17,118.30	17,118.30	17,545.80	17,545.80	17,545.80	17,545.80
O-7	14,737.80	14,737.80	14,737.80	14,813.70	14,813.70	15,110.10	15,110.10	15,110.10	15,110.10	15,110.10	15,110.10
O-6**	12,050.40	12,367.50	12,688.80	13,310.70	13,310.70	13,576.50	13,576.50	13,576.50	13,576.50	13,576.50	13,576.50
O-5	10,544.70	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80	10,861.80
O-4	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30	9,210.30
O-3***	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60	7,890.60
O-2***	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30	5,799.30
O-1***	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80	4,576.80
COMMISSIONED OFFICERS WITH OVER 4 YEARS ACTIVE DUTY SERVICE AS AN ENLISTED MEMBER OR WARRANT OFFICER****											
O-3E	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00	\$8,421.00
O-2E	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80	6,715.80
O-1E	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60	5,682.60
WARRANT OFFICERS											
W-5	\$8,912.10	\$9,364.20	\$9,701.10	\$10,073.40	\$10,073.40	\$10,578.00	\$10,578.00	\$11,106.00	\$11,106.00	\$11,662.50	\$11,662.50
W-4	8,087.70	8,473.80	8,791.50	9,153.60	9,153.60	9,336.30	9,336.30	9,336.30	9,336.30	9,336.30	9,336.30
W-3	7,428.30	7,599.60	7,781.40	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50	8,029.50
W-2	6,517.20	6,652.80	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20	6,760.20
W-1	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40	6,143.40

* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2023, which is \$17,675.10 per month for officers at pay grades O-7 through O-10. This includes officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, Commandant of the Marine Corps, Chief of Space Operations, Commandant of the Coast Guard, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

** Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2023, which is \$14,341.80 per month, for officers at pay grades O-6 and below.

*** Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or warrant officer.

**** Reservists with at least 1,460 points as an enlisted member, a warrant officer, or a warrant officer and an enlisted member which are creditable toward reserve retirement also qualify for these rates.

SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 3)
(Effective January 1, 2023)

Part I--MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
ENLISTED MEMBERS											
E-9*	-	-	-	-	-	-	\$6,055.50	\$6,192.90	\$6,365.70	\$6,568.80	\$6,774.90
E-8	-	-	-	-	-	\$4,957.20	5,176.50	5,312.10	5,474.70	5,650.80	5,968.80
E-7	\$3,445.80	\$3,760.80	\$3,905.10	\$4,095.30	\$4,244.70	4,500.60	4,644.90	4,900.50	5,113.50	5,258.70	5,413.50
E-6	2,980.50	3,279.90	3,424.80	3,565.50	3,711.90	4,042.20	4,170.90	4,419.90	4,496.10	4,551.30	4,616.40
E-5	2,730.30	2,914.20	3,055.20	3,199.20	3,423.90	3,658.50	3,851.70	3,874.80	3,874.80	3,874.80	3,874.80
E-4	2,503.50	2,631.60	2,774.10	2,914.80	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30
E-3	2,259.90	2,402.10	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60
E-2	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20
E-1**	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60
E-1***	1,773.00	-	-	-	-	-	-	-	-	-	-

* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Senior Enlisted Advisor of the Space Force, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$9,786.00 per month, regardless of cumulative years of service under 37 U.S.C. 205.

** Applies to personnel who have served 4 months or more on active duty.

*** Applies to personnel who have served less than 4 months on active duty.

SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 4)
(Effective January 1, 2023)

Part I--MONTHLY BASIC PAY

YEARS OF SERVICE (COMPUTED UNDER 37 U.S.C. 205)

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
	ENLISTED MEMBERS										
E-9*	\$7,102.80	\$7,381.50	\$7,673.70	\$8,121.60	\$8,121.60	\$8,526.90	\$8,526.90	\$8,953.80	\$8,953.80	\$9,402.30	\$9,402.30
E-8	6,130.20	6,404.40	6,556.50	6,930.90	6,930.90	7,069.80	7,069.80	7,069.80	7,069.80	7,069.80	7,069.80
E-7	5,473.20	5,674.50	5,782.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50	6,193.50
E-6	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40	4,616.40
E-5	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80	3,874.80
E-4	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30	3,039.30
E-3	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60	2,547.60
E-2	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20	2,149.20
E-1**	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60	1,917.60
E-1***	-	-	-	-	-	-	-	-	-	-	-

* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Senior Enlisted Advisor of the Space Force, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$9,786.00 per month, regardless of cumulative years of service under 37 U.S.C. 205.

** Applies to personnel who have served 4 months or more on active duty.

*** Applies to personnel who have served less than 4 months on active duty.

SCHEDULE 8--PAY OF THE UNIFORMED SERVICES (PAGE 5)

Part II--RATE OF MONTHLY CADET OR MIDSHIPMAN PAY

The rate of monthly cadet or midshipman pay authorized by 37 U.S.C. 203(c) is \$1,273.20.

SCHEDULE 9--LOCALITY-BASED COMPARABILITY PAYMENTS

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2023)

<u>Locality Pay Area*</u>	<u>Rate</u>
Alaska.....	31.32%
Albany-Schenectady, NY-MA.....	19.45%
Albuquerque-Santa Fe-Las Vegas, NM.....	17.63%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL.....	23.02%
Austin-Round Rock, TX.....	19.40%
Birmingham-Hoover-Talladega, AL.....	17.41%
Boston-Worcester-Providence, MA-RI-NH-ME.....	31.05%
Buffalo-Cheektowaga, NY.....	21.35%
Burlington-South Burlington, VT.....	18.31%
Charlotte-Concord, NC-SC.....	18.63%
Chicago-Naperville, IL-IN-WI.....	29.79%
Cincinnati-Wilmington-Maysville, OH-KY-IN.....	21.35%
Cleveland-Akron-Canton, OH.....	21.69%
Colorado Springs, CO.....	19.11%
Columbus-Marion-Zanesville, OH.....	21.27%
Corpus Christi-Kingsville-Alice, TX.....	17.10%
Dallas-Fort Worth, TX-OK.....	26.37%
Davenport-Moline, IA-IL.....	18.21%
Dayton-Springfield-Sidney, OH.....	20.59%
Denver-Aurora, CO.....	29.05%
Des Moines-Ames-West Des Moines, IA.....	17.13%
Detroit-Warren-Ann Arbor, MI.....	28.37%
Harrisburg-Lebanon, PA.....	18.59%
Hartford-West Hartford, CT-MA.....	30.91%
Hawaii.....	21.17%
Houston-The Woodlands, TX.....	34.47%
Huntsville-Decatur-Albertville, AL.....	20.96%
Indianapolis-Carmel-Muncie, IN.....	17.57%
Kansas City-Overland Park-Kansas City, MO-KS.....	18.18%
Laredo, TX.....	20.64%
Las Vegas-Henderson, NV-AZ.....	18.76%
Los Angeles-Long Beach, CA.....	34.89%
Miami-Fort Lauderdale-Port St. Lucie, FL.....	24.14%
Milwaukee-Racine-Waukesha, WI.....	21.74%
Minneapolis-St. Paul, MN-WI.....	26.39%
New York-Newark, NY-NJ-CT-PA.....	36.16%
Omaha-Council Bluffs-Fremont, NE-IA.....	17.52%
Palm Bay-Melbourne-Titusville, FL.....	17.30%
Philadelphia-Reading-Camden, PA-NJ-DE-MD.....	27.84%
Phoenix-Mesa-Scottsdale, AZ.....	21.44%
Pittsburgh-New Castle-Weirton, PA-OH-WV.....	20.37%
Portland-Vancouver-Salem, OR-WA.....	24.98%
Raleigh-Durham-Chapel Hill, NC.....	21.37%
Richmond, VA.....	21.38%
Sacramento-Roseville, CA-NV.....	28.30%
San Antonio-New Braunfels-Pearsall, TX.....	18.00%
San Diego-Carlsbad, CA.....	32.01%
San Jose-San Francisco-Oakland, CA.....	44.15%
Seattle-Tacoma, WA.....	29.57%
St. Louis-St. Charles-Farmington, MO-IL.....	19.10%
Tucson-Nogales, AZ.....	18.40%
Virginia Beach-Norfolk, VA-NC.....	17.94%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA.....	32.49%
Rest of U.S.....	16.50%

* Locality Pay Areas are defined in 5 CFR 531.603.

SCHEDULE 10--ADMINISTRATIVE LAW JUDGES

(Effective on the first day of the first applicable pay period
beginning on or after January 1, 2023)

AL-3/A.....	\$122,400
AL-3/B.....	131,800
AL-3/C.....	141,300
AL-3/D.....	150,800
AL-3/E.....	160,400
AL-3/F.....	169,600
AL-2.....	178,900
AL-1.....	183,500

Attachment 2—Locality-Based Comparability Payments and Increases in 2023

Locality Pay Area¹	Locality Payment²	Total 2023 Pay Adjustment
Alaska	31.32%	4.82%
Albany-Schenectady, NY-MA	19.45%	4.78%
Albuquerque-Santa Fe-Las Vegas, NM	17.63%	4.54%
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	23.02%	4.43%
Austin-Round Rock, TX	19.40%	4.63%
Birmingham-Hoover-Talladega, AL	17.41%	4.63%
Boston-Worcester-Providence, MA-RI-NH-ME	31.05%	4.87%
Buffalo-Cheektowaga, NY	21.35%	4.59%
Burlington-South Burlington, VT	18.31%	4.71%
Charlotte-Concord, NC-SC	18.63%	4.60%
Chicago-Naperville, IL-IN-WI	29.79%	4.59%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.35%	4.45%
Cleveland-Akron-Canton, OH	21.69%	4.48%
Colorado Springs, CO	19.11%	4.71%
Columbus-Marion-Zanesville, OH	21.27%	4.60%
Corpus Christi-Kingsville-Alice, TX	17.10%	4.35%
Dallas-Fort Worth, TX-OK	26.37%	4.67%
Davenport-Moline, IA-IL	18.21%	4.66%
Dayton-Springfield-Sidney, OH	20.59%	4.67%
Denver-Aurora, CO	29.05%	4.87%
Des Moines-Ames-West Des Moines, IA	17.13%	4.64%
Detroit-Warren-Ann Arbor, MI	28.37%	4.52%
Harrisburg-Lebanon, PA	18.59%	4.71%
Hartford-West Hartford, CT-MA	30.91%	4.67%
Hawaii	21.17%	4.77%
Houston-The Woodlands, TX	34.47%	4.50%
Huntsville-Decatur-Albertville, AL	20.96%	4.54%
Indianapolis-Carmel-Muncie, IN	17.57%	4.38%
Kansas City-Overland Park-Kansas City, MO-KS	18.18%	4.55%
Laredo, TX	20.64%	4.79%
Las Vegas-Henderson, NV-AZ	18.76%	4.55%
Los Angeles-Long Beach, CA	34.89%	5.10%

Locality Pay Area ¹	Locality Payment ²	Total 2023 Pay Adjustment
Miami-Fort Lauderdale-Port St. Lucie, FL	24.14%	4.39%
Milwaukee-Racine-Waukesha, WI	21.74%	4.46%
Minneapolis-St. Paul, MN-WI	26.39%	4.85%
New York-Newark, NY-NJ-CT-PA	36.16%	4.95%
Omaha-Council Bluffs-Fremont, NE-IA	17.52%	4.63%
Palm Bay-Melbourne-Titusville, FL	17.30%	4.36%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	27.84%	4.83%
Phoenix-Mesa-Scottsdale, AZ	21.44%	4.62%
Pittsburgh-New Castle-Weirton, PA-OH-WV	20.37%	4.51%
Portland-Vancouver-Salem, OR-WA	24.98%	4.64%
Raleigh-Durham-Chapel Hill, NC	21.37%	4.47%
Rest of US	16.50%	4.37%
Richmond, VA	21.38%	4.74%
Sacramento-Roseville, CA-NV	28.30%	4.92%
San Antonio-New Braunfels-Pearsall, TX	18.00%	4.64%
San Diego-Carlsbad, CA	32.01%	5.01%
San Jose-San Francisco-Oakland, CA	44.15%	5.13%
Seattle-Tacoma, WA	29.57%	5.15%
St. Louis-St. Charles-Farmington, MO-IL	19.10%	4.76%
Tucson-Nogales, AZ	18.40%	4.66%
Virginia Beach-Norfolk, VA-NC	17.94%	4.78%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	32.49%	4.86%
Total/Averages	24.98%	4.67%

¹ [The 2023 locality pay area definitions](#) are available on OPM's website.

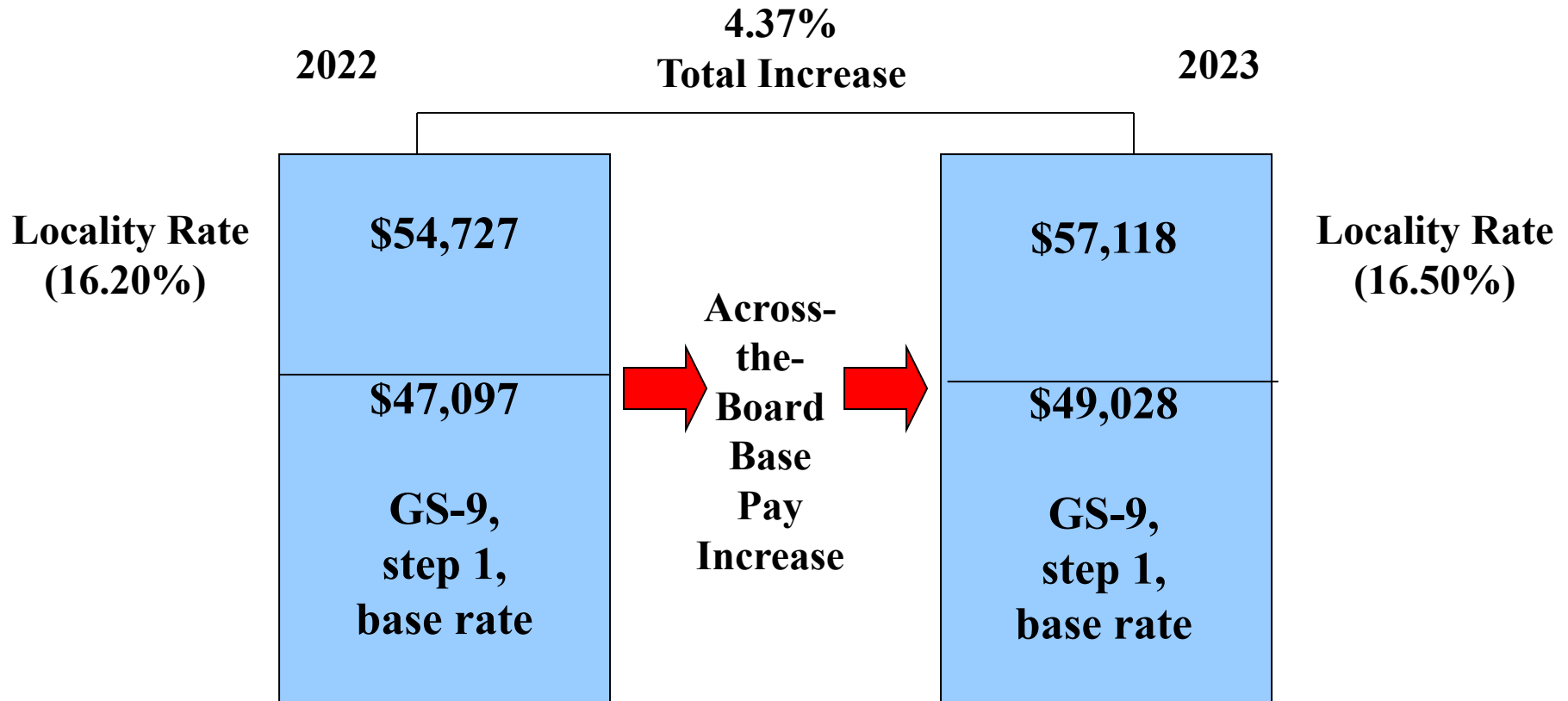
² The 2023 locality rate replaces the 2022 locality rate. It is not paid in addition to or on top of the 2022 locality rate.

General Schedule Pay Adjustment January 2023 (Rest of U.S. Locality Pay Area)

To calculate the 2023 **locality rate of pay** for an employee at GS-9, step 1:

- (1) Increase the 2022 **GS base rate** (\$47,097) by the 4.1 percent across-the-board base pay increase;
- (2) Increase the 2023 **GS base rate** (\$49,028 as computed in Step (1)) by the **locality pay percentage** for 2023 (16.50 percent).

The resulting 2023 locality rate of pay is \$57,118. The total increase is 4.37 percent, as illustrated in the chart below:



Note: For each step above Step 1 within a GS grade, base GS pay rates are calculated by adding the within-grade increase (WGI) amount to the rate for the preceding step. The WGI amount is calculated by dividing the Step 1 rate by 30 and rounding the result to the nearest whole dollar.