

**SALARY TABLE 2009-DCB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.10%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA**  
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.78%)

**EFFECTIVE JANUARY 2009**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 10.35	\$ 10.69	\$ 11.04	\$ 11.38	\$ 11.72	\$ 11.92	\$ 12.26	\$ 12.61	\$ 12.62	\$ 12.94
	O	15.53	16.04	16.56	17.07	17.58	17.88	18.39	18.92	18.93	19.41
2	B	11.63	11.91	12.29	12.62	12.76	13.14	13.51	13.89	14.26	14.64
	O	17.45	17.87	18.44	18.93	19.14	19.71	20.27	20.84	21.39	21.96
3	B	15.23	15.65	16.07	16.50	16.92	17.34	17.77	18.19	18.61	19.04
	O	22.85	23.48	24.11	24.75	25.38	26.01	26.66	27.29	27.92	28.56
4	B	17.10	17.57	18.05	18.52	19.00	19.47	19.95	20.42	20.90	21.37
	O	25.65	26.36	27.08	27.78	28.50	29.21	29.93	30.63	31.35	32.06
5	B	19.66	20.19	20.72	21.26	21.79	22.32	22.85	23.38	23.91	24.44
	O	29.49	30.29	31.08	31.89	32.69	33.48	34.28	35.07	35.87	36.66
6	B	20.73	21.32	21.91	22.51	23.10	23.69	24.28	24.88	25.47	26.06
	O	31.10	31.98	32.87	33.77	34.65	35.54	36.42	37.32	38.21	39.09
7	B	22.38	23.04	23.70	24.35	25.01	25.67	26.33	26.99	27.65	28.30
	O	33.57	34.56	35.55	36.53	37.52	38.51	39.50	40.49	41.24	41.24
8	B	23.33	24.06	24.78	25.51	26.24	26.97	27.70	28.43	29.16	29.89
	O	35.00	36.09	37.17	38.27	39.36	40.46	41.24	41.24	41.24	41.24
9	B	24.96	25.76	26.57	27.37	28.18	28.98	29.79	30.59	31.40	32.20
	O	37.44	38.64	39.86	41.06	41.24	41.24	41.24	41.24	41.24	41.24
10	B	27.49	28.37	29.26	30.15	31.03	31.92	32.80	33.69	34.58	35.46
	O	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24
11	B	29.22	30.20	31.17	32.14	33.12	34.09	35.07	36.04	37.01	37.99
	O	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24
12	B	35.03	36.19	37.36	38.53	39.70	40.86	42.03	43.20	44.37	45.53
	O	41.24	41.24	41.24	41.24	41.24	41.24	42.03	43.20	44.37	45.53
13	B	41.65	43.04	44.43	45.82	47.21	48.59	49.98	51.37	52.76	54.15
	O	41.65	43.04	44.43	45.82	47.21	48.59	49.98	51.37	52.76	54.15
14	B	49.22	50.86	52.50	54.14	55.78	57.42	59.07	60.71	62.35	63.99
	O	49.22	50.86	52.50	54.14	55.78	57.42	59.07	60.71	62.35	63.99
15	B	57.90	59.83	61.76	63.69	65.62	67.55	69.48	71.41	73.34	73.41
	O	57.90	59.83	61.76	63.69	65.62	67.55	69.48	71.41	73.34	73.41

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).