

**SALARY TABLE 2012-GS**  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 8.53	\$ 8.82	\$ 9.10	\$ 9.38	\$ 9.67	\$ 9.83	\$ 10.11	\$ 10.39	\$ 10.41	\$ 10.67
	O	12.80	13.23	13.65	14.07	14.51	14.75	15.17	15.59	15.62	16.01
2	B	9.59	9.82	10.14	10.41	10.52	10.83	11.14	11.45	11.76	12.07
	O	14.39	14.73	15.21	15.62	15.78	16.25	16.71	17.18	17.64	18.11
3	B	10.46	10.81	11.16	11.51	11.86	12.21	12.56	12.91	13.26	13.60
	O	15.69	16.22	16.74	17.27	17.79	18.32	18.84	19.37	19.89	20.40
4	B	11.75	12.14	12.53	12.92	13.31	13.71	14.10	14.49	14.88	15.27
	O	17.63	18.21	18.80	19.38	19.97	20.57	21.15	21.74	22.32	22.91
5	B	13.14	13.58	14.02	14.46	14.90	15.33	15.77	16.21	16.65	17.09
	O	19.71	20.37	21.03	21.69	22.35	23.00	23.66	24.32	24.98	25.64
6	B	14.65	15.14	15.63	16.12	16.60	17.09	17.58	18.07	18.56	19.05
	O	21.98	22.71	23.45	24.18	24.90	25.64	26.37	27.11	27.84	28.58
7	B	16.28	16.82	17.37	17.91	18.45	19.00	19.54	20.08	20.62	21.17
	O	24.42	25.23	26.06	26.87	27.68	28.50	29.31	30.12	30.93	31.76
8	B	18.03	18.63	19.23	19.83	20.43	21.04	21.64	22.24	22.84	23.44
	O	27.05	27.95	28.85	29.75	30.65	31.56	32.46	32.90	32.90	32.90
9	B	19.92	20.58	21.24	21.91	22.57	23.23	23.90	24.56	25.22	25.89
	O	29.88	30.87	31.86	32.87	32.90	32.90	32.90	32.90	32.90	32.90
10	B	21.93	22.66	23.39	24.13	24.86	25.59	26.32	27.05	27.78	28.51
	O	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90
11	B	24.10	24.90	25.70	26.50	27.31	28.11	28.91	29.72	30.52	31.32
	O	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90
12	B	28.88	29.84	30.81	31.77	32.73	33.69	34.66	35.62	36.58	37.54
	O	32.90	32.90	32.90	32.90	32.90	33.69	34.66	35.62	36.58	37.54
13	B	34.34	35.49	36.63	37.78	38.92	40.07	41.21	42.36	43.50	44.65
	O	34.34	35.49	36.63	37.78	38.92	40.07	41.21	42.36	43.50	44.65
14	B	40.58	41.94	43.29	44.64	45.99	47.35	48.70	50.05	51.40	52.76
	O	40.58	41.94	43.29	44.64	45.99	47.35	48.70	50.05	51.40	52.76
15	B	47.74	49.33	50.92	52.51	54.10	55.69	57.29	58.88	60.47	62.06
	O	47.74	49.33	50.92	52.51	54.10	55.69	57.29	58.88	60.47	62.06

**SALARY TABLE 2012-ATL**  
**INCORPORATING A LOCALITY PAYMENT OF 19.29%**  
**FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.18	\$ 10.52	\$ 10.85	\$ 11.19	\$ 11.53	\$ 11.73	\$ 12.06	\$ 12.40	\$ 12.41	\$ 12.73
	O	15.27	15.78	16.28	16.79	17.30	17.60	18.09	18.60	18.62	19.10
2	B	11.44	11.71	12.09	12.41	12.55	12.92	13.29	13.66	14.03	14.40
	O	17.16	17.57	18.14	18.62	18.83	19.38	19.94	20.49	21.05	21.60
3	B	12.48	12.90	13.32	13.73	14.15	14.56	14.98	15.40	15.81	16.23
	O	18.72	19.35	19.98	20.60	21.23	21.84	22.47	23.10	23.72	24.35
4	B	14.01	14.48	14.95	15.41	15.88	16.35	16.82	17.28	17.75	18.22
	O	21.02	21.72	22.43	23.12	23.82	24.53	25.23	25.92	26.63	27.33
5	B	15.68	16.20	16.72	17.25	17.77	18.29	18.81	19.34	19.86	20.38
	O	23.52	24.30	25.08	25.88	26.66	27.44	28.22	29.01	29.79	30.57
6	B	17.48	18.06	18.64	19.22	19.81	20.39	20.97	21.55	22.14	22.72
	O	26.22	27.09	27.96	28.83	29.72	30.59	31.46	32.33	33.21	34.08
7	B	19.42	20.07	20.72	21.36	22.01	22.66	23.31	23.95	24.60	25.25
	O	29.13	30.11	31.08	32.04	33.02	33.99	34.97	35.93	36.90	37.88
8	B	21.51	22.23	22.94	23.66	24.38	25.09	25.81	26.53	27.24	27.96
	O	32.27	33.35	34.41	35.49	36.57	37.64	38.72	39.24	39.24	39.24
9	B	23.76	24.55	25.34	26.13	26.92	27.71	28.51	29.30	30.09	30.88
	O	35.64	36.83	38.01	39.20	39.24	39.24	39.24	39.24	39.24	39.24
10	B	26.16	27.03	27.91	28.78	29.65	30.52	31.40	32.27	33.14	34.01
	O	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24
11	B	28.74	29.70	30.66	31.62	32.58	33.53	34.49	35.45	36.41	37.37
	O	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24
12	B	34.45	35.60	36.75	37.90	39.05	40.19	41.34	42.49	43.64	44.79
	O	39.24	39.24	39.24	39.24	39.24	40.19	41.34	42.49	43.64	44.79
13	B	40.97	42.33	43.70	45.06	46.43	47.80	49.16	50.53	51.89	53.26
	O	40.97	42.33	43.70	45.06	46.43	47.80	49.16	50.53	51.89	53.26
14	B	48.41	50.03	51.64	53.25	54.87	56.48	58.09	59.71	61.32	62.93
	O	48.41	50.03	51.64	53.25	54.87	56.48	58.09	59.71	61.32	62.93
15	B	56.95	58.84	60.74	62.64	64.54	66.44	68.34	70.23	72.13	74.03
	O	56.95	58.84	60.74	62.64	64.54	66.44	68.34	70.23	72.13	74.03

**SALARY TABLE 2012-BOS**  
**INCORPORATING A LOCALITY PAYMENT OF 24.80%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-MANCHESTER, MA-NH-RI-ME**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.65	\$ 11.00	\$ 11.36	\$ 11.71	\$ 12.06	\$ 12.27	\$ 12.62	\$ 12.97	\$ 12.99	\$ 13.32
	O	15.98	16.50	17.04	17.57	18.09	18.41	18.93	19.46	19.49	19.98
2	B	11.97	12.25	12.65	12.99	13.13	13.52	13.91	14.29	14.68	15.06
	O	17.96	18.38	18.98	19.49	19.70	20.28	20.87	21.44	22.02	22.59
3	B	13.06	13.50	13.93	14.37	14.80	15.24	15.67	16.11	16.54	16.98
	O	19.59	20.25	20.90	21.56	22.20	22.86	23.51	24.17	24.81	25.47
4	B	14.66	15.15	15.64	16.13	16.62	17.10	17.59	18.08	18.57	19.06
	O	21.99	22.73	23.46	24.20	24.93	25.65	26.39	27.12	27.86	28.59
5	B	16.40	16.95	17.50	18.04	18.59	19.14	19.68	20.23	20.78	21.32
	O	24.60	25.43	26.25	27.06	27.89	28.71	29.52	30.35	31.17	31.98
6	B	18.28	18.89	19.50	20.11	20.72	21.33	21.94	22.55	23.16	23.77
	O	27.42	28.34	29.25	30.17	31.08	32.00	32.91	33.83	34.74	35.66
7	B	20.32	21.00	21.67	22.35	23.03	23.71	24.38	25.06	25.74	26.42
	O	30.48	31.50	32.51	33.53	34.55	35.57	36.57	37.59	38.61	39.63
8	B	22.50	23.25	24.00	24.75	25.50	26.25	27.00	27.75	28.50	29.25
	O	33.75	34.88	36.00	37.13	38.25	39.38	40.50	41.06	41.06	41.06
9	B	24.85	25.68	26.51	27.34	28.17	29.00	29.82	30.65	31.48	32.31
	O	37.28	38.52	39.77	41.01	41.06	41.06	41.06	41.06	41.06	41.06
10	B	27.37	28.28	29.20	30.11	31.02	31.93	32.85	33.76	34.67	35.58
	O	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06
11	B	30.07	31.07	32.08	33.08	34.08	35.08	36.08	37.09	38.09	39.09
	O	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06
12	B	36.04	37.24	38.45	39.65	40.85	42.05	43.25	44.45	45.65	46.86
	O	41.06	41.06	41.06	41.06	41.06	42.05	43.25	44.45	45.65	46.86
13	B	42.86	44.29	45.72	47.15	48.57	50.00	51.43	52.86	54.29	55.72
	O	42.86	44.29	45.72	47.15	48.57	50.00	51.43	52.86	54.29	55.72
14	B	50.65	52.34	54.02	55.71	57.40	59.09	60.78	62.46	64.15	65.84
	O	50.65	52.34	54.02	55.71	57.40	59.09	60.78	62.46	64.15	65.84
15	B	59.58	61.56	63.55	65.53	67.52	69.51	71.49	73.48	74.51	74.51
	O	59.58	61.56	63.55	65.53	67.52	69.51	71.49	73.48	74.51	74.51

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

**SALARY TABLE 2012-BU**  
**INCORPORATING A LOCALITY PAYMENT OF 16.98%**  
**FOR THE LOCALITY PAY AREA OF BUFFALO-NIAGARA-CATTARAUGUS, NY**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 9.98	\$ 10.31	\$ 10.64	\$ 10.97	\$ 11.31	\$ 11.50	\$ 11.83	\$ 12.16	\$ 12.17	\$ 12.48
	O	14.97	15.47	15.96	16.46	16.97	17.25	17.75	18.24	18.26	18.72
2	B	11.22	11.49	11.86	12.17	12.31	12.67	13.03	13.40	13.76	14.12
	O	16.83	17.24	17.79	18.26	18.47	19.01	19.55	20.10	20.64	21.18
3	B	12.24	12.65	13.06	13.47	13.87	14.28	14.69	15.10	15.51	15.91
	O	18.36	18.98	19.59	20.21	20.81	21.42	22.04	22.65	23.27	23.87
4	B	13.74	14.20	14.66	15.12	15.57	16.03	16.49	16.95	17.41	17.86
	O	20.61	21.30	21.99	22.68	23.36	24.05	24.74	25.43	26.12	26.79
5	B	15.38	15.89	16.40	16.91	17.43	17.94	18.45	18.96	19.47	19.99
	O	23.07	23.84	24.60	25.37	26.15	26.91	27.68	28.44	29.21	29.99
6	B	17.14	17.71	18.28	18.85	19.42	19.99	20.57	21.14	21.71	22.28
	O	25.71	26.57	27.42	28.28	29.13	29.99	30.86	31.71	32.57	33.42
7	B	19.05	19.68	20.32	20.95	21.59	22.22	22.86	23.49	24.13	24.76
	O	28.58	29.52	30.48	31.43	32.39	33.33	34.29	35.24	36.20	37.14
8	B	21.09	21.80	22.50	23.20	23.90	24.61	25.31	26.01	26.72	27.42
	O	31.64	32.70	33.75	34.80	35.85	36.92	37.97	38.49	38.49	38.49
9	B	23.30	24.07	24.85	25.63	26.40	27.18	27.95	28.73	29.51	30.28
	O	34.95	36.11	37.28	38.45	38.49	38.49	38.49	38.49	38.49	38.49
10	B	25.66	26.51	27.37	28.22	29.08	29.93	30.79	31.64	32.50	33.35
	O	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49
11	B	28.19	29.13	30.07	31.00	31.94	32.88	33.82	34.76	35.70	36.64
	O	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49
12	B	33.78	34.91	36.04	37.16	38.29	39.41	40.54	41.67	42.79	43.92
	O	38.49	38.49	38.49	38.49	38.49	39.41	40.54	41.67	42.79	43.92
13	B	40.17	41.51	42.85	44.19	45.53	46.87	48.21	49.55	50.89	52.23
	O	40.17	41.51	42.85	44.19	45.53	46.87	48.21	49.55	50.89	52.23
14	B	47.47	49.06	50.64	52.22	53.80	55.39	56.97	58.55	60.13	61.72
	O	47.47	49.06	50.64	52.22	53.80	55.39	56.97	58.55	60.13	61.72
15	B	55.84	57.70	59.57	61.43	63.29	65.15	67.01	68.87	70.74	72.60
	O	55.84	57.70	59.57	61.43	63.29	65.15	67.01	68.87	70.74	72.60

**SALARY TABLE 2012-CHI**  
**INCORPORATING A LOCALITY PAYMENT OF 25.10%**  
**FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.67	\$ 11.03	\$ 11.38	\$ 11.74	\$ 12.09	\$ 12.30	\$ 12.65	\$ 13.00	\$ 13.02	\$ 13.35
	O	16.01	16.55	17.07	17.61	18.14	18.45	18.98	19.50	19.53	20.03
2	B	12.00	12.28	12.68	13.02	13.16	13.55	13.94	14.33	14.71	15.10
	O	18.00	18.42	19.02	19.53	19.74	20.33	20.91	21.50	22.07	22.65
3	B	13.09	13.53	13.96	14.40	14.84	15.27	15.71	16.15	16.58	17.02
	O	19.64	20.30	20.94	21.60	22.26	22.91	23.57	24.23	24.87	25.53
4	B	14.70	15.19	15.68	16.17	16.66	17.15	17.63	18.12	18.61	19.10
	O	22.05	22.79	23.52	24.26	24.99	25.73	26.45	27.18	27.92	28.65
5	B	16.44	16.99	17.54	18.09	18.63	19.18	19.73	20.28	20.83	21.37
	O	24.66	25.49	26.31	27.14	27.95	28.77	29.60	30.42	31.25	32.06
6	B	18.33	18.94	19.55	20.16	20.77	21.38	21.99	22.60	23.22	23.83
	O	27.50	28.41	29.33	30.24	31.16	32.07	32.99	33.90	34.83	35.75
7	B	20.37	21.05	21.73	22.41	23.08	23.76	24.44	25.12	25.80	26.48
	O	30.56	31.58	32.60	33.62	34.62	35.64	36.66	37.68	38.70	39.72
8	B	22.56	23.31	24.06	24.81	25.56	26.32	27.07	27.82	28.57	29.32
	O	33.84	34.97	36.09	37.22	38.34	39.48	40.61	41.16	41.16	41.16
9	B	24.91	25.74	26.57	27.40	28.23	29.06	29.90	30.73	31.56	32.39
	O	37.37	38.61	39.86	41.10	41.16	41.16	41.16	41.16	41.16	41.16
10	B	27.44	28.35	29.27	30.18	31.10	32.01	32.92	33.84	34.75	35.67
	O	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16
11	B	30.14	31.15	32.15	33.16	34.16	35.17	36.17	37.18	38.18	39.18
	O	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16
12	B	36.13	37.33	38.54	39.74	40.95	42.15	43.36	44.56	45.76	46.97
	O	41.16	41.16	41.16	41.16	41.16	42.15	43.36	44.56	45.76	46.97
13	B	42.96	44.40	45.83	47.26	48.69	50.12	51.56	52.99	54.42	55.85
	O	42.96	44.40	45.83	47.26	48.69	50.12	51.56	52.99	54.42	55.85
14	B	50.77	52.46	54.15	55.85	57.54	59.23	60.92	62.61	64.31	66.00
	O	50.77	52.46	54.15	55.85	57.54	59.23	60.92	62.61	64.31	66.00
15	B	59.72	61.71	63.70	65.69	67.68	69.67	71.66	73.65	74.51	74.51
	O	59.72	61.71	63.70	65.69	67.68	69.67	71.66	73.65	74.51	74.51

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

**SALARY TABLE 2012-CIN**  
**INCORPORATING A LOCALITY PAYMENT OF 18.55%**  
**FOR THE LOCALITY PAY AREA OF CINCINNATI-MIDDLETOWN-WILMINGTON, OH-KY-IN**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.11	\$ 10.45	\$ 10.79	\$ 11.12	\$ 11.46	\$ 11.66	\$ 11.99	\$ 12.32	\$ 12.34	\$ 12.65
	O	15.17	15.68	16.19	16.68	17.19	17.49	17.99	18.48	18.51	18.98
2	B	11.37	11.64	12.02	12.34	12.47	12.84	13.21	13.58	13.94	14.31
	O	17.06	17.46	18.03	18.51	18.71	19.26	19.82	20.37	20.91	21.47
3	B	12.41	12.82	13.23	13.65	14.06	14.47	14.89	15.30	15.71	16.13
	O	18.62	19.23	19.85	20.48	21.09	21.71	22.34	22.95	23.57	24.20
4	B	13.93	14.39	14.86	15.32	15.78	16.25	16.71	17.18	17.64	18.10
	O	20.90	21.59	22.29	22.98	23.67	24.38	25.07	25.77	26.46	27.15
5	B	15.58	16.10	16.62	17.14	17.66	18.18	18.70	19.22	19.74	20.25
	O	23.37	24.15	24.93	25.71	26.49	27.27	28.05	28.83	29.61	30.38
6	B	17.37	17.95	18.53	19.11	19.68	20.26	20.84	21.42	22.00	22.58
	O	26.06	26.93	27.80	28.67	29.52	30.39	31.26	32.13	33.00	33.87
7	B	19.30	19.94	20.59	21.23	21.88	22.52	23.16	23.81	24.45	25.09
	O	28.95	29.91	30.89	31.85	32.82	33.78	34.74	35.72	36.68	37.64
8	B	21.38	22.09	22.80	23.51	24.23	24.94	25.65	26.36	27.07	27.79
	O	32.07	33.14	34.20	35.27	36.35	37.41	38.48	39.00	39.00	39.00
9	B	23.61	24.40	25.18	25.97	26.76	27.54	28.33	29.12	29.90	30.69
	O	35.42	36.60	37.77	38.96	39.00	39.00	39.00	39.00	39.00	39.00
10	B	26.00	26.87	27.73	28.60	29.47	30.33	31.20	32.07	32.93	33.80
	O	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00
11	B	28.56	29.52	30.47	31.42	32.37	33.33	34.28	35.23	36.18	37.13
	O	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00
12	B	34.24	35.38	36.52	37.66	38.80	39.94	41.09	42.23	43.37	44.51
	O	39.00	39.00	39.00	39.00	39.00	39.94	41.09	42.23	43.37	44.51
13	B	40.71	42.07	43.43	44.78	46.14	47.50	48.86	50.21	51.57	52.93
	O	40.71	42.07	43.43	44.78	46.14	47.50	48.86	50.21	51.57	52.93
14	B	48.11	49.71	51.32	52.92	54.53	56.13	57.73	59.34	60.94	62.54
	O	48.11	49.71	51.32	52.92	54.53	56.13	57.73	59.34	60.94	62.54
15	B	56.59	58.48	60.37	62.25	64.14	66.02	67.91	69.80	71.68	73.57
	O	56.59	58.48	60.37	62.25	64.14	66.02	67.91	69.80	71.68	73.57

**SALARY TABLE 2012-CLE**  
**INCORPORATING A LOCALITY PAYMENT OF 18.68%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.12	\$ 10.46	\$ 10.80	\$ 11.13	\$ 11.47	\$ 11.67	\$ 12.00	\$ 12.34	\$ 12.35	\$ 12.66
	O	15.18	15.69	16.20	16.70	17.21	17.51	18.00	18.51	18.53	18.99
2	B	11.38	11.65	12.03	12.35	12.49	12.86	13.22	13.59	13.96	14.33
	O	17.07	17.48	18.05	18.53	18.74	19.29	19.83	20.39	20.94	21.50
3	B	12.42	12.83	13.25	13.66	14.08	14.49	14.90	15.32	15.73	16.15
	O	18.63	19.25	19.88	20.49	21.12	21.74	22.35	22.98	23.60	24.23
4	B	13.94	14.41	14.87	15.34	15.80	16.27	16.73	17.19	17.66	18.12
	O	20.91	21.62	22.31	23.01	23.70	24.41	25.10	25.79	26.49	27.18
5	B	15.60	16.12	16.64	17.16	17.68	18.20	18.72	19.24	19.76	20.28
	O	23.40	24.18	24.96	25.74	26.52	27.30	28.08	28.86	29.64	30.42
6	B	17.39	17.97	18.55	19.13	19.71	20.29	20.86	21.44	22.02	22.60
	O	26.09	26.96	27.83	28.70	29.57	30.44	31.29	32.16	33.03	33.90
7	B	19.32	19.97	20.61	21.26	21.90	22.54	23.19	23.83	24.48	25.12
	O	28.98	29.96	30.92	31.89	32.85	33.81	34.79	35.75	36.72	37.68
8	B	21.40	22.11	22.83	23.54	24.25	24.97	25.68	26.39	27.10	27.82
	O	32.10	33.17	34.25	35.31	36.38	37.46	38.52	39.05	39.05	39.05
9	B	23.64	24.42	25.21	26.00	26.79	27.57	28.36	29.15	29.94	30.72
	O	35.46	36.63	37.82	39.00	39.05	39.05	39.05	39.05	39.05	39.05
10	B	26.03	26.90	27.76	28.63	29.50	30.37	31.23	32.10	32.97	33.84
	O	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05
11	B	28.60	29.55	30.50	31.46	32.41	33.36	34.31	35.27	36.22	37.17
	O	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05
12	B	34.28	35.42	36.56	37.70	38.85	39.99	41.13	42.27	43.41	44.56
	O	39.05	39.05	39.05	39.05	39.05	39.99	41.13	42.27	43.41	44.56
13	B	40.76	42.12	43.48	44.83	46.19	47.55	48.91	50.27	51.63	52.99
	O	40.76	42.12	43.48	44.83	46.19	47.55	48.91	50.27	51.63	52.99
14	B	48.16	49.77	51.37	52.98	54.59	56.19	57.80	59.40	61.01	62.61
	O	48.16	49.77	51.37	52.98	54.59	56.19	57.80	59.40	61.01	62.61
15	B	56.66	58.54	60.43	62.32	64.21	66.10	67.99	69.87	71.76	73.65
	O	56.66	58.54	60.43	62.32	64.21	66.10	67.99	69.87	71.76	73.65

**SALARY TABLE 2012-COL**  
**INCORPORATING A LOCALITY PAYMENT OF 17.16%**  
**FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-CHILLICOTHE, OH**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 9.99	\$ 10.33	\$ 10.66	\$ 10.99	\$ 11.32	\$ 11.52	\$ 11.85	\$ 12.18	\$ 12.19	\$ 12.50
	O	14.99	15.50	15.99	16.49	16.98	17.28	17.78	18.27	18.29	18.75
2	B	11.24	11.50	11.88	12.19	12.33	12.69	13.05	13.42	13.78	14.14
	O	16.86	17.25	17.82	18.29	18.50	19.04	19.58	20.13	20.67	21.21
3	B	12.26	12.67	13.08	13.49	13.90	14.30	14.71	15.12	15.53	15.94
	O	18.39	19.01	19.62	20.24	20.85	21.45	22.07	22.68	23.30	23.91
4	B	13.76	14.22	14.68	15.14	15.60	16.06	16.52	16.97	17.43	17.89
	O	20.64	21.33	22.02	22.71	23.40	24.09	24.78	25.46	26.15	26.84
5	B	15.40	15.91	16.43	16.94	17.45	17.96	18.48	18.99	19.50	20.02
	O	23.10	23.87	24.65	25.41	26.18	26.94	27.72	28.49	29.25	30.03
6	B	17.17	17.74	18.31	18.88	19.45	20.03	20.60	21.17	21.74	22.31
	O	25.76	26.61	27.47	28.32	29.18	30.05	30.90	31.76	32.61	33.47
7	B	19.08	19.71	20.35	20.98	21.62	22.26	22.89	23.53	24.16	24.80
	O	28.62	29.57	30.53	31.47	32.43	33.39	34.34	35.30	36.24	37.20
8	B	21.13	21.83	22.53	23.24	23.94	24.64	25.35	26.05	26.76	27.46
	O	31.70	32.75	33.80	34.86	35.91	36.96	38.03	38.54	38.54	38.54
9	B	23.33	24.11	24.89	25.67	26.44	27.22	28.00	28.78	29.55	30.33
	O	35.00	36.17	37.34	38.51	38.54	38.54	38.54	38.54	38.54	38.54
10	B	25.69	26.55	27.41	28.26	29.12	29.98	30.83	31.69	32.55	33.40
	O	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54
11	B	28.23	29.17	30.11	31.05	31.99	32.93	33.88	34.82	35.76	36.70
	O	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54
12	B	33.84	34.96	36.09	37.22	38.35	39.48	40.60	41.73	42.86	43.99
	O	38.54	38.54	38.54	38.54	38.54	39.48	40.60	41.73	42.86	43.99
13	B	40.24	41.58	42.92	44.26	45.60	46.94	48.28	49.62	50.97	52.31
	O	40.24	41.58	42.92	44.26	45.60	46.94	48.28	49.62	50.97	52.31
14	B	47.55	49.13	50.72	52.30	53.89	55.47	57.06	58.64	60.23	61.81
	O	47.55	49.13	50.72	52.30	53.89	55.47	57.06	58.64	60.23	61.81
15	B	55.93	57.79	59.66	61.52	63.39	65.25	67.11	68.98	70.84	72.71
	O	55.93	57.79	59.66	61.52	63.39	65.25	67.11	68.98	70.84	72.71

**SALARY TABLE 2012-DFW**  
**INCORPORATING A LOCALITY PAYMENT OF 20.67%**  
**FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.29	\$ 10.64	\$ 10.98	\$ 11.32	\$ 11.66	\$ 11.86	\$ 12.20	\$ 12.54	\$ 12.56	\$ 12.88
	O	15.44	15.96	16.47	16.98	17.49	17.79	18.30	18.81	18.84	19.32
2	B	11.57	11.85	12.23	12.56	12.70	13.07	13.44	13.82	14.19	14.57
	O	17.36	17.78	18.35	18.84	19.05	19.61	20.16	20.73	21.29	21.86
3	B	12.63	13.05	13.47	13.89	14.31	14.73	15.15	15.57	16.00	16.42
	O	18.95	19.58	20.21	20.84	21.47	22.10	22.73	23.36	24.00	24.63
4	B	14.18	14.65	15.12	15.59	16.07	16.54	17.01	17.48	17.96	18.43
	O	21.27	21.98	22.68	23.39	24.11	24.81	25.52	26.22	26.94	27.65
5	B	15.86	16.39	16.92	17.45	17.97	18.50	19.03	19.56	20.09	20.62
	O	23.79	24.59	25.38	26.18	26.96	27.75	28.55	29.34	30.14	30.93
6	B	17.68	18.27	18.86	19.45	20.04	20.63	21.21	21.80	22.39	22.98
	O	26.52	27.41	28.29	29.18	30.06	30.95	31.82	32.70	33.59	34.47
7	B	19.65	20.30	20.96	21.61	22.27	22.92	23.58	24.23	24.89	25.54
	O	29.48	30.45	31.44	32.42	33.41	34.38	35.37	36.35	37.34	38.31
8	B	21.76	22.48	23.21	23.93	24.66	25.38	26.11	26.83	27.56	28.28
	O	32.64	33.72	34.82	35.90	36.99	38.07	39.17	39.69	39.69	39.69
9	B	24.03	24.83	25.63	26.43	27.23	28.04	28.84	29.64	30.44	31.24
	O	36.05	37.25	38.45	39.65	39.69	39.69	39.69	39.69	39.69	39.69
10	B	26.46	27.35	28.23	29.11	29.99	30.88	31.76	32.64	33.52	34.41
	O	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69
11	B	29.08	30.05	31.01	31.98	32.95	33.92	34.89	35.86	36.83	37.80
	O	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69
12	B	34.85	36.01	37.17	38.33	39.50	40.66	41.82	42.98	44.14	45.30
	O	39.69	39.69	39.69	39.69	39.69	40.66	41.82	42.98	44.14	45.30
13	B	41.44	42.82	44.20	45.59	46.97	48.35	49.73	51.11	52.49	53.87
	O	41.44	42.82	44.20	45.59	46.97	48.35	49.73	51.11	52.49	53.87
14	B	48.97	50.60	52.24	53.87	55.50	57.13	58.77	60.40	62.03	63.66
	O	48.97	50.60	52.24	53.87	55.50	57.13	58.77	60.40	62.03	63.66
15	B	57.60	59.53	61.45	63.37	65.29	67.21	69.13	71.05	72.97	74.51
	O	57.60	59.53	61.45	63.37	65.29	67.21	69.13	71.05	72.97	74.51

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

**SALARY TABLE 2012-DAY**  
**INCORPORATING A LOCALITY PAYMENT OF 16.24%**  
**FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-GREENVILLE, OH**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 9.92	\$ 10.25	\$ 10.58	\$ 10.91	\$ 11.23	\$ 11.43	\$ 11.75	\$ 12.08	\$ 12.10	\$ 12.40
	O	14.88	15.38	15.87	16.37	16.85	17.15	17.63	18.12	18.15	18.60
2	B	11.15	11.41	11.78	12.10	12.23	12.59	12.95	13.31	13.67	14.03
	O	16.73	17.12	17.67	18.15	18.35	18.89	19.43	19.97	20.51	21.05
3	B	12.16	12.57	12.98	13.38	13.79	14.19	14.60	15.00	15.41	15.81
	O	18.24	18.86	19.47	20.07	20.69	21.29	21.90	22.50	23.12	23.72
4	B	13.66	14.11	14.57	15.02	15.48	15.93	16.39	16.84	17.30	17.75
	O	20.49	21.17	21.86	22.53	23.22	23.90	24.59	25.26	25.95	26.63
5	B	15.28	15.79	16.30	16.81	17.31	17.82	18.33	18.84	19.35	19.86
	O	22.92	23.69	24.45	25.22	25.97	26.73	27.50	28.26	29.03	29.79
6	B	17.03	17.60	18.17	18.73	19.30	19.87	20.44	21.00	21.57	22.14
	O	25.55	26.40	27.26	28.10	28.95	29.81	30.66	31.50	32.36	33.21
7	B	18.93	19.56	20.19	20.82	21.45	22.08	22.71	23.34	23.97	24.60
	O	28.40	29.34	30.29	31.23	32.18	33.12	34.07	35.01	35.96	36.90
8	B	20.96	21.66	22.36	23.05	23.75	24.45	25.15	25.85	26.55	27.25
	O	31.44	32.49	33.54	34.58	35.63	36.68	37.73	38.24	38.24	38.24
9	B	23.15	23.92	24.69	25.46	26.24	27.01	27.78	28.55	29.32	30.09
	O	34.73	35.88	37.04	38.19	38.24	38.24	38.24	38.24	38.24	38.24
10	B	25.49	26.34	27.19	28.04	28.89	29.74	30.59	31.44	32.29	33.14
	O	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24
11	B	28.01	28.94	29.88	30.81	31.74	32.68	33.61	34.54	35.48	36.41
	O	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24
12	B	33.57	34.69	35.81	36.93	38.05	39.17	40.28	41.40	42.52	43.64
	O	38.24	38.24	38.24	38.24	38.24	39.17	40.28	41.40	42.52	43.64
13	B	39.92	41.25	42.58	43.91	45.24	46.57	47.90	49.23	50.57	51.90
	O	39.92	41.25	42.58	43.91	45.24	46.57	47.90	49.23	50.57	51.90
14	B	47.17	48.75	50.32	51.89	53.46	55.04	56.61	58.18	59.75	61.32
	O	47.17	48.75	50.32	51.89	53.46	55.04	56.61	58.18	59.75	61.32
15	B	55.49	57.34	59.19	61.04	62.89	64.74	66.59	68.44	70.29	72.14
	O	55.49	57.34	59.19	61.04	62.89	64.74	66.59	68.44	70.29	72.14

**SALARY TABLE 2012-DEN**  
**INCORPORATING A LOCALITY PAYMENT OF 22.52%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA-BOULDER, CO**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.45	\$ 10.80	\$ 11.15	\$ 11.49	\$ 11.84	\$ 12.05	\$ 12.39	\$ 12.74	\$ 12.75	\$ 13.07
	O	15.68	16.20	16.73	17.24	17.76	18.08	18.59	19.11	19.13	19.61
2	B	11.75	12.03	12.42	12.75	12.89	13.27	13.65	14.03	14.41	14.79
	O	17.63	18.05	18.63	19.13	19.34	19.91	20.48	21.05	21.62	22.19
3	B	12.82	13.25	13.68	14.10	14.53	14.96	15.39	15.81	16.24	16.67
	O	19.23	19.88	20.52	21.15	21.80	22.44	23.09	23.72	24.36	25.01
4	B	14.39	14.87	15.35	15.83	16.31	16.79	17.27	17.75	18.23	18.71
	O	21.59	22.31	23.03	23.75	24.47	25.19	25.91	26.63	27.35	28.07
5	B	16.10	16.64	17.18	17.71	18.25	18.79	19.32	19.86	20.40	20.93
	O	24.15	24.96	25.77	26.57	27.38	28.19	28.98	29.79	30.60	31.40
6	B	17.95	18.55	19.15	19.75	20.34	20.94	21.54	22.14	22.74	23.33
	O	26.93	27.83	28.73	29.63	30.51	31.41	32.31	33.21	34.11	35.00
7	B	19.95	20.61	21.28	21.94	22.61	23.27	23.94	24.60	25.27	25.93
	O	29.93	30.92	31.92	32.91	33.92	34.91	35.91	36.90	37.91	38.90
8	B	22.09	22.83	23.56	24.30	25.04	25.77	26.51	27.24	27.98	28.72
	O	33.14	34.25	35.34	36.45	37.56	38.66	39.77	40.31	40.31	40.31
9	B	24.40	25.21	26.03	26.84	27.65	28.47	29.28	30.09	30.90	31.72
	O	36.60	37.82	39.05	40.26	40.31	40.31	40.31	40.31	40.31	40.31
10	B	26.87	27.77	28.66	29.56	30.45	31.35	32.25	33.14	34.04	34.93
	O	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31
11	B	29.52	30.51	31.49	32.47	33.46	34.44	35.43	36.41	37.39	38.38
	O	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31
12	B	35.38	36.56	37.74	38.92	40.10	41.28	42.46	43.64	44.82	46.00
	O	40.31	40.31	40.31	40.31	40.31	41.28	42.46	43.64	44.82	46.00
13	B	42.08	43.48	44.88	46.28	47.69	49.09	50.49	51.89	53.30	54.70
	O	42.08	43.48	44.88	46.28	47.69	49.09	50.49	51.89	53.30	54.70
14	B	49.72	51.38	53.04	54.69	56.35	58.01	59.67	61.32	62.98	64.64
	O	49.72	51.38	53.04	54.69	56.35	58.01	59.67	61.32	62.98	64.64
15	B	58.49	60.44	62.39	64.34	66.29	68.24	70.19	72.14	74.08	74.51
	O	58.49	60.44	62.39	64.34	66.29	68.24	70.19	72.14	74.08	74.51

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

**SALARY TABLE 2012-DET**  
**INCORPORATING A LOCALITY PAYMENT OF 24.09%**  
**FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-FLINT, MI**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.59	\$ 10.94	\$ 11.29	\$ 11.64	\$ 11.99	\$ 12.20	\$ 12.55	\$ 12.90	\$ 12.91	\$ 13.24
	O	15.89	16.41	16.94	17.46	17.99	18.30	18.83	19.35	19.37	19.86
2	B	11.90	12.18	12.58	12.91	13.06	13.44	13.83	14.21	14.59	14.98
	O	17.85	18.27	18.87	19.37	19.59	20.16	20.75	21.32	21.89	22.47
3	B	12.99	13.42	13.85	14.28	14.72	15.15	15.58	16.02	16.45	16.88
	O	19.49	20.13	20.78	21.42	22.08	22.73	23.37	24.03	24.68	25.32
4	B	14.58	15.06	15.55	16.04	16.52	17.01	17.49	17.98	18.46	18.95
	O	21.87	22.59	23.33	24.06	24.78	25.52	26.24	26.97	27.69	28.43
5	B	16.31	16.85	17.40	17.94	18.48	19.03	19.57	20.11	20.66	21.20
	O	24.47	25.28	26.10	26.91	27.72	28.55	29.36	30.17	30.99	31.80
6	B	18.18	18.79	19.39	20.00	20.60	21.21	21.82	22.42	23.03	23.63
	O	27.27	28.19	29.09	30.00	30.90	31.82	32.73	33.63	34.55	35.45
7	B	20.20	20.88	21.55	22.22	22.90	23.57	24.25	24.92	25.59	26.27
	O	30.30	31.32	32.33	33.33	34.35	35.36	36.38	37.38	38.39	39.41
8	B	22.37	23.12	23.87	24.61	25.36	26.10	26.85	27.59	28.34	29.09
	O	33.56	34.68	35.81	36.92	38.04	39.15	40.28	40.82	40.82	40.82
9	B	24.71	25.54	26.36	27.18	28.01	28.83	29.65	30.48	31.30	32.12
	O	37.07	38.31	39.54	40.77	40.82	40.82	40.82	40.82	40.82	40.82
10	B	27.21	28.12	29.03	29.94	30.84	31.75	32.66	33.57	34.47	35.38
	O	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82
11	B	29.90	30.90	31.89	32.89	33.89	34.88	35.88	36.88	37.87	38.87
	O	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82
12	B	35.84	37.03	38.23	39.42	40.62	41.81	43.01	44.20	45.39	46.59
	O	40.82	40.82	40.82	40.82	40.82	41.81	43.01	44.20	45.39	46.59
13	B	42.62	44.04	45.46	46.88	48.30	49.72	51.14	52.56	53.98	55.40
	O	42.62	44.04	45.46	46.88	48.30	49.72	51.14	52.56	53.98	55.40
14	B	50.36	52.04	53.72	55.40	57.07	58.75	60.43	62.11	63.79	65.47
	O	50.36	52.04	53.72	55.40	57.07	58.75	60.43	62.11	63.79	65.47
15	B	59.24	61.21	63.19	65.16	67.14	69.11	71.09	73.06	74.51	74.51
	O	59.24	61.21	63.19	65.16	67.14	69.11	71.09	73.06	74.51	74.51

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

**SALARY TABLE 2012-HAR**  
**INCORPORATING A LOCALITY PAYMENT OF 25.82%**  
**FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD-WILLIMANTIC, CT-MA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.73	\$ 11.09	\$ 11.45	\$ 11.80	\$ 12.16	\$ 12.37	\$ 12.72	\$ 13.08	\$ 13.09	\$ 13.43
	O	16.10	16.64	17.18	17.70	18.24	18.56	19.08	19.62	19.64	20.15
2	B	12.07	12.35	12.75	13.09	13.24	13.63	14.02	14.41	14.80	15.19
	O	18.11	18.53	19.13	19.64	19.86	20.45	21.03	21.62	22.20	22.79
3	B	13.17	13.61	14.04	14.48	14.92	15.36	15.80	16.24	16.68	17.12
	O	19.76	20.42	21.06	21.72	22.38	23.04	23.70	24.36	25.02	25.68
4	B	14.78	15.27	15.77	16.26	16.75	17.24	17.74	18.23	18.72	19.21
	O	22.17	22.91	23.66	24.39	25.13	25.86	26.61	27.35	28.08	28.82
5	B	16.54	17.09	17.64	18.19	18.74	19.29	19.84	20.39	20.95	21.50
	O	24.81	25.64	26.46	27.29	28.11	28.94	29.76	30.59	31.43	32.25
6	B	18.43	19.05	19.66	20.28	20.89	21.51	22.12	22.73	23.35	23.96
	O	27.65	28.58	29.49	30.42	31.34	32.27	33.18	34.10	35.03	35.94
7	B	20.48	21.17	21.85	22.53	23.22	23.90	24.58	25.27	25.95	26.63
	O	30.72	31.76	32.78	33.80	34.83	35.85	36.87	37.91	38.93	39.95
8	B	22.69	23.44	24.20	24.95	25.71	26.47	27.22	27.98	28.74	29.49
	O	34.04	35.16	36.30	37.43	38.57	39.71	40.83	41.99	41.99	41.99
9	B	25.06	25.89	26.73	27.56	28.40	29.23	30.07	30.90	31.74	32.57
	O	37.59	38.84	40.10	41.34	41.39	41.39	41.39	41.39	41.39	41.39
10	B	27.59	28.51	29.43	30.35	31.27	32.19	33.11	34.03	34.95	35.87
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
11	B	30.32	31.33	32.34	33.35	34.36	35.37	36.38	37.39	38.40	39.41
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
12	B	36.34	37.55	38.76	39.97	41.18	42.39	43.60	44.82	46.03	47.24
	O	41.39	41.39	41.39	41.39	41.39	42.39	43.60	44.82	46.03	47.24
13	B	43.21	44.65	46.09	47.53	48.97	50.41	51.85	53.29	54.73	56.17
	O	43.21	44.65	46.09	47.53	48.97	50.41	51.85	53.29	54.73	56.17
14	B	51.06	52.76	54.47	56.17	57.87	59.57	61.27	62.98	64.68	66.38
	O	51.06	52.76	54.47	56.17	57.87	59.57	61.27	62.98	64.68	66.38
15	B	60.06	62.07	64.07	66.07	68.07	70.07	72.08	74.08	74.51	74.51
	O	60.06	62.07	64.07	66.07	68.07	70.07	72.08	74.08	74.51	74.51

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

**SALARY TABLE 2012-HOU**  
**INCORPORATING A LOCALITY PAYMENT OF 28.71%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.98	\$ 11.35	\$ 11.71	\$ 12.07	\$ 12.44	\$ 12.65	\$ 13.02	\$ 13.38	\$ 13.39	\$ 13.73
	O	16.47	17.03	17.57	18.11	18.66	18.98	19.53	20.07	20.09	20.60
2	B	12.34	12.64	13.05	13.39	13.54	13.94	14.34	14.74	15.14	15.54
	O	18.51	18.96	19.58	20.09	20.31	20.91	21.51	22.11	22.71	23.31
3	B	13.47	13.92	14.37	14.82	15.26	15.71	16.16	16.61	17.06	17.51
	O	20.21	20.88	21.56	22.23	22.89	23.57	24.24	24.92	25.59	26.27
4	B	15.12	15.62	16.13	16.63	17.14	17.64	18.14	18.65	19.15	19.66
	O	22.68	23.43	24.20	24.95	25.71	26.46	27.21	27.98	28.73	29.49
5	B	16.92	17.48	18.04	18.61	19.17	19.74	20.30	20.86	21.43	21.99
	O	25.38	26.22	27.06	27.92	28.76	29.61	30.45	31.29	32.15	32.99
6	B	18.86	19.49	20.11	20.74	21.37	22.00	22.63	23.26	23.89	24.51
	O	28.29	29.24	30.17	31.11	32.06	33.00	33.95	34.89	35.84	36.77
7	B	20.96	21.65	22.35	23.05	23.75	24.45	25.15	25.85	26.55	27.24
	O	31.44	32.48	33.53	34.58	35.63	36.68	37.73	38.78	39.83	40.86
8	B	23.21	23.98	24.75	25.53	26.30	27.07	27.85	28.62	29.39	30.17
	O	34.82	35.97	37.13	38.30	39.45	40.61	41.78	42.35	42.35	42.35
9	B	25.63	26.49	27.34	28.20	29.05	29.90	30.76	31.61	32.47	33.32
	O	38.45	39.74	41.01	42.30	42.35	42.35	42.35	42.35	42.35	42.35
10	B	28.23	29.17	30.11	31.05	31.99	32.93	33.87	34.82	35.76	36.70
	O	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35
11	B	31.01	32.05	33.08	34.11	35.15	36.18	37.21	38.25	39.28	40.32
	O	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35
12	B	37.17	38.41	39.65	40.89	42.13	43.37	44.61	45.85	47.08	48.32
	O	42.35	42.35	42.35	42.35	42.35	43.37	44.61	45.85	47.08	48.32
13	B	44.20	45.68	47.15	48.62	50.10	51.57	53.04	54.52	55.99	57.46
	O	44.20	45.68	47.15	48.62	50.10	51.57	53.04	54.52	55.99	57.46
14	B	52.23	53.98	55.72	57.46	59.20	60.94	62.68	64.42	66.16	67.90
	O	52.23	53.98	55.72	57.46	59.20	60.94	62.68	64.42	66.16	67.90
15	B	61.44	63.49	65.54	67.59	69.64	71.68	73.73	74.51	74.51	74.51
	O	61.44	63.49	65.54	67.59	69.64	71.68	73.73	74.51	74.51	74.51

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

**SALARY TABLE 2012-HNT**  
**INCORPORATING A LOCALITY PAYMENT OF 16.02%**  
**FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR, AL**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 9.90	\$ 10.23	\$ 10.56	\$ 10.88	\$ 11.21	\$ 11.41	\$ 11.73	\$ 12.06	\$ 12.07	\$ 12.38
	O	14.85	15.35	15.84	16.32	16.82	17.12	17.60	18.09	18.11	18.57
2	B	11.13	11.39	11.76	12.07	12.21	12.57	12.93	13.29	13.64	14.00
	O	16.70	17.09	17.64	18.11	18.32	18.86	19.40	19.94	20.46	21.00
3	B	12.14	12.55	12.95	13.36	13.76	14.16	14.57	14.97	15.38	15.78
	O	18.21	18.83	19.43	20.04	20.64	21.24	21.86	22.46	23.07	23.67
4	B	13.63	14.08	14.54	14.99	15.45	15.90	16.36	16.81	17.26	17.72
	O	20.45	21.12	21.81	22.49	23.18	23.85	24.54	25.22	25.89	26.58
5	B	15.25	15.76	16.27	16.77	17.28	17.79	18.30	18.81	19.31	19.82
	O	22.88	23.64	24.41	25.16	25.92	26.69	27.45	28.22	28.97	29.73
6	B	17.00	17.56	18.13	18.70	19.26	19.83	20.40	20.96	21.53	22.10
	O	25.50	26.34	27.20	28.05	28.89	29.75	30.60	31.44	32.30	33.15
7	B	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56
	O	28.34	29.28	30.23	31.17	32.12	33.06	34.01	34.95	35.90	36.84
8	B	20.92	21.62	22.31	23.01	23.71	24.41	25.10	25.80	26.50	27.19
	O	31.38	32.43	33.47	34.52	35.57	36.62	37.65	38.18	38.18	38.18
9	B	23.11	23.88	24.65	25.42	26.19	26.96	27.73	28.50	29.26	30.03
	O	34.67	35.82	36.98	38.13	38.18	38.18	38.18	38.18	38.18	38.18
10	B	25.45	26.29	27.14	27.99	28.84	29.69	30.53	31.38	32.23	33.08
	O	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18
11	B	27.96	28.89	29.82	30.75	31.68	32.61	33.55	34.48	35.41	36.34
	O	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18
12	B	33.51	34.62	35.74	36.86	37.97	39.09	40.21	41.33	42.44	43.56
	O	38.18	38.18	38.18	38.18	38.18	39.09	40.21	41.33	42.44	43.56
13	B	39.84	41.17	42.50	43.83	45.16	46.49	47.81	49.14	50.47	51.80
	O	39.84	41.17	42.50	43.83	45.16	46.49	47.81	49.14	50.47	51.80
14	B	47.08	48.65	50.22	51.79	53.36	54.93	56.50	58.07	59.64	61.21
	O	47.08	48.65	50.22	51.79	53.36	54.93	56.50	58.07	59.64	61.21
15	B	55.38	57.23	59.08	60.92	62.77	64.62	66.46	68.31	70.15	72.00
	O	55.38	57.23	59.08	60.92	62.77	64.62	66.46	68.31	70.15	72.00

**SALARY TABLE 2012-IND**  
**INCORPORATING A LOCALITY PAYMENT OF 14.68%**  
**FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-ANDERSON-COLUMBUS, IN**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 9.78	\$ 10.11	\$ 10.44	\$ 10.76	\$ 11.08	\$ 11.28	\$ 11.60	\$ 11.92	\$ 11.93	\$ 12.24
	O	14.67	15.17	15.66	16.14	16.62	16.92	17.40	17.88	17.90	18.36
2	B	11.00	11.26	11.62	11.93	12.07	12.42	12.78	13.13	13.49	13.84
	O	16.50	16.89	17.43	17.90	18.11	18.63	19.17	19.70	20.24	20.76
3	B	12.00	12.40	12.80	13.20	13.60	14.00	14.40	14.80	15.20	15.60
	O	18.00	18.60	19.20	19.80	20.40	21.00	21.60	22.20	22.80	23.40
4	B	13.47	13.92	14.37	14.82	15.27	15.72	16.17	16.62	17.06	17.51
	O	20.21	20.88	21.56	22.23	22.91	23.58	24.26	24.93	25.59	26.27
5	B	15.07	15.58	16.08	16.58	17.08	17.58	18.09	18.59	19.09	19.59
	O	22.61	23.37	24.12	24.87	25.62	26.37	27.14	27.89	28.64	29.39
6	B	16.80	17.36	17.92	18.48	19.04	19.60	20.16	20.72	21.28	21.84
	O	25.20	26.04	26.88	27.72	28.56	29.40	30.24	31.08	31.92	32.76
7	B	18.67	19.29	19.92	20.54	21.16	21.78	22.41	23.03	23.65	24.27
	O	28.01	28.94	29.88	30.81	31.74	32.67	33.62	34.55	35.48	36.41
8	B	20.68	21.37	22.06	22.75	23.43	24.12	24.81	25.50	26.19	26.88
	O	31.02	32.06	33.09	34.13	35.15	36.18	37.22	37.73	37.73	37.73
9	B	22.84	23.60	24.36	25.12	25.88	26.64	27.40	28.17	28.93	29.69
	O	34.26	35.40	36.54	37.68	37.73	37.73	37.73	37.73	37.73	37.73
10	B	25.15	25.99	26.83	27.67	28.51	29.34	30.18	31.02	31.86	32.70
	O	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73
11	B	27.63	28.55	29.47	30.40	31.32	32.24	33.16	34.08	35.00	35.92
	O	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73
12	B	33.12	34.22	35.33	36.43	37.54	38.64	39.74	40.85	41.95	43.06
	O	37.73	37.73	37.73	37.73	37.73	38.64	39.74	40.85	41.95	43.06
13	B	39.38	40.70	42.01	43.32	44.64	45.95	47.26	48.57	49.89	51.20
	O	39.38	40.70	42.01	43.32	44.64	45.95	47.26	48.57	49.89	51.20
14	B	46.54	48.09	49.64	51.19	52.75	54.30	55.85	57.40	58.95	60.50
	O	46.54	48.09	49.64	51.19	52.75	54.30	55.85	57.40	58.95	60.50
15	B	54.75	56.57	58.39	60.22	62.04	63.87	65.69	67.52	69.34	71.17
	O	54.75	56.57	58.39	60.22	62.04	63.87	65.69	67.52	69.34	71.17

**SALARY TABLE 2012-LA**  
**INCORPORATING A LOCALITY PAYMENT OF 27.16%**  
**FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH-RIVERSIDE, CA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.85	\$ 11.21	\$ 11.57	\$ 11.93	\$ 12.29	\$ 12.50	\$ 12.86	\$ 13.22	\$ 13.23	\$ 13.57
	O	16.28	16.82	17.36	17.90	18.44	18.75	19.29	19.83	19.85	20.36
2	B	12.20	12.49	12.89	13.23	13.38	13.77	14.17	14.56	14.95	15.35
	O	18.30	18.74	19.34	19.85	20.07	20.66	21.26	21.84	22.43	23.03
3	B	13.31	13.75	14.19	14.64	15.08	15.52	15.97	16.41	16.86	17.30
	O	19.97	20.63	21.29	21.96	22.62	23.28	23.96	24.62	25.29	25.95
4	B	14.94	15.44	15.93	16.43	16.93	17.43	17.93	18.42	18.92	19.42
	O	22.41	23.16	23.90	24.65	25.40	26.15	26.90	27.63	28.38	29.13
5	B	16.71	17.27	17.83	18.38	18.94	19.50	20.06	20.61	21.17	21.73
	O	25.07	25.91	26.75	27.57	28.41	29.25	30.09	30.92	31.76	32.60
6	B	18.63	19.25	19.87	20.49	21.11	21.74	22.36	22.98	23.60	24.22
	O	27.95	28.88	29.81	30.74	31.67	32.61	33.54	34.47	35.40	36.33
7	B	20.70	21.39	22.08	22.77	23.46	24.15	24.85	25.54	26.23	26.92
	O	31.05	32.09	33.12	34.16	35.19	36.23	37.28	38.31	39.35	40.38
8	B	22.93	23.69	24.46	25.22	25.98	26.75	27.51	28.28	29.04	29.80
	O	34.40	35.54	36.69	37.83	38.97	40.13	41.27	41.84	41.84	41.84
9	B	25.32	26.17	27.01	27.86	28.70	29.54	30.39	31.23	32.08	32.92
	O	37.98	39.26	40.52	41.79	41.84	41.84	41.84	41.84	41.84	41.84
10	B	27.89	28.82	29.75	30.68	31.61	32.54	33.47	34.40	35.33	36.26
	O	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84
11	B	30.64	31.66	32.68	33.70	34.72	35.75	36.77	37.79	38.81	39.83
	O	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84
12	B	36.72	37.95	39.17	40.40	41.62	42.85	44.07	45.29	46.52	47.74
	O	41.84	41.84	41.84	41.84	41.84	42.85	44.07	45.29	46.52	47.74
13	B	43.67	45.13	46.58	48.04	49.49	50.95	52.40	53.86	55.32	56.77
	O	43.67	45.13	46.58	48.04	49.49	50.95	52.40	53.86	55.32	56.77
14	B	51.61	53.33	55.05	56.77	58.49	60.21	61.93	63.65	65.37	67.09
	O	51.61	53.33	55.05	56.77	58.49	60.21	61.93	63.65	65.37	67.09
15	B	60.70	62.73	64.75	66.77	68.80	70.82	72.84	74.51	74.51	74.51
	O	60.70	62.73	64.75	66.77	68.80	70.82	72.84	74.51	74.51	74.51

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

**SALARY TABLE 2012-MFL**  
**INCORPORATING A LOCALITY PAYMENT OF 20.79%**  
**FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.30	\$ 10.65	\$ 10.99	\$ 11.33	\$ 11.67	\$ 11.88	\$ 12.21	\$ 12.56	\$ 12.57	\$ 12.89
	O	15.45	15.98	16.49	17.00	17.51	17.82	18.32	18.84	18.86	19.34
2	B	11.59	11.86	12.24	12.57	12.71	13.08	13.46	13.83	14.21	14.58
	O	17.39	17.79	18.36	18.86	19.07	19.62	20.19	20.75	21.32	21.87
3	B	12.64	13.06	13.48	13.90	14.33	14.75	15.17	15.59	16.01	16.43
	O	18.96	19.59	20.22	20.85	21.50	22.13	22.76	23.39	24.02	24.65
4	B	14.19	14.66	15.14	15.61	16.08	16.55	17.03	17.50	17.97	18.45
	O	21.29	21.99	22.71	23.42	24.12	24.83	25.55	26.25	26.96	27.68
5	B	15.88	16.41	16.93	17.46	17.99	18.52	19.05	19.58	20.11	20.64
	O	23.82	24.62	25.40	26.19	26.99	27.78	28.58	29.37	30.17	30.96
6	B	17.70	18.29	18.88	19.47	20.06	20.65	21.24	21.83	22.42	23.01
	O	26.55	27.44	28.32	29.21	30.09	30.98	31.86	32.75	33.63	34.52
7	B	19.67	20.32	20.98	21.63	22.29	22.94	23.60	24.26	24.91	25.57
	O	29.51	30.48	31.47	32.45	33.44	34.41	35.40	36.39	37.37	38.36
8	B	21.78	22.51	23.23	23.96	24.68	25.41	26.13	26.86	27.59	28.31
	O	32.67	33.77	34.85	35.94	37.02	38.12	39.20	39.74	39.74	39.74
9	B	24.06	24.86	25.66	26.46	27.26	28.06	28.87	29.67	30.47	31.27
	O	36.09	37.29	38.49	39.69	39.74	39.74	39.74	39.74	39.74	39.74
10	B	26.49	27.37	28.26	29.14	30.02	30.91	31.79	32.67	33.56	34.44
	O	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74
11	B	29.10	30.07	31.05	32.01	32.98	33.95	34.92	35.90	36.86	37.84
	O	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74
12	B	34.89	36.05	37.21	38.37	39.54	40.70	41.86	43.02	44.19	45.35
	O	39.74	39.74	39.74	39.74	39.74	40.70	41.86	43.02	44.19	45.35
13	B	41.48	42.87	44.25	45.63	47.01	48.40	49.78	51.16	52.54	53.93
	O	41.48	42.87	44.25	45.63	47.01	48.40	49.78	51.16	52.54	53.93
14	B	49.02	50.65	52.29	53.92	55.56	57.19	58.82	60.46	62.09	63.73
	O	49.02	50.65	52.29	53.92	55.56	57.19	58.82	60.46	62.09	63.73
15	B	57.66	59.58	61.51	63.43	65.35	67.27	69.19	71.12	73.04	74.51
	O	57.66	59.58	61.51	63.43	65.35	67.27	69.19	71.12	73.04	74.51

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

**SALARY TABLE 2012-MIL**  
**INCORPORATING A LOCALITY PAYMENT OF 18.10%**  
**FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.07	\$ 10.41	\$ 10.75	\$ 11.08	\$ 11.41	\$ 11.61	\$ 11.94	\$ 12.28	\$ 12.29	\$ 12.60
	O	15.11	15.62	16.13	16.62	17.12	17.42	17.91	18.42	18.44	18.90
2	B	11.33	11.60	11.97	12.29	12.43	12.79	13.16	13.52	13.89	14.26
	O	17.00	17.40	17.96	18.44	18.65	19.19	19.74	20.28	20.84	21.39
3	B	12.36	12.77	13.18	13.59	14.01	14.42	14.83	15.24	15.65	16.07
	O	18.54	19.16	19.77	20.39	21.02	21.63	22.25	22.86	23.48	24.11
4	B	13.87	14.34	14.80	15.26	15.72	16.19	16.65	17.11	17.57	18.04
	O	20.81	21.51	22.20	22.89	23.58	24.29	24.98	25.67	26.36	27.06
5	B	15.52	16.04	16.56	17.07	17.59	18.11	18.63	19.14	19.66	20.18
	O	23.28	24.06	24.84	25.61	26.39	27.17	27.95	28.71	29.49	30.27
6	B	17.30	17.88	18.46	19.03	19.61	20.19	20.76	21.34	21.92	22.49
	O	25.95	26.82	27.69	28.55	29.42	30.29	31.14	32.01	32.88	33.74
7	B	19.23	19.87	20.51	21.15	21.79	22.43	23.08	23.72	24.36	25.00
	O	28.85	29.81	30.77	31.73	32.69	33.65	34.62	35.58	36.54	37.50
8	B	21.29	22.00	22.71	23.42	24.13	24.84	25.55	26.26	26.97	27.68
	O	31.94	33.00	34.07	35.13	36.20	37.26	38.33	38.85	38.85	38.85
9	B	23.52	24.30	25.09	25.87	26.66	27.44	28.22	29.01	29.79	30.57
	O	35.28	36.45	37.64	38.81	38.85	38.85	38.85	38.85	38.85	38.85
10	B	25.90	26.76	27.63	28.49	29.36	30.22	31.08	31.95	32.81	33.67
	O	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85
11	B	28.46	29.40	30.35	31.30	32.25	33.20	34.15	35.10	36.04	36.99
	O	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85
12	B	34.11	35.24	36.38	37.52	38.66	39.79	40.93	42.07	43.20	44.34
	O	38.85	38.85	38.85	38.85	38.85	39.79	40.93	42.07	43.20	44.34
13	B	40.56	41.91	43.26	44.61	45.97	47.32	48.67	50.02	51.37	52.73
	O	40.56	41.91	43.26	44.61	45.97	47.32	48.67	50.02	51.37	52.73
14	B	47.93	49.53	51.12	52.72	54.32	55.92	57.51	59.11	60.71	62.31
	O	47.93	49.53	51.12	52.72	54.32	55.92	57.51	59.11	60.71	62.31
15	B	56.38	58.26	60.14	62.02	63.90	65.77	67.65	69.53	71.41	73.29
	O	56.38	58.26	60.14	62.02	63.90	65.77	67.65	69.53	71.41	73.29

**SALARY TABLE 2012-MSP**  
**INCORPORATING A LOCALITY PAYMENT OF 20.96%**  
**FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.32	\$ 10.66	\$ 11.01	\$ 11.35	\$ 11.69	\$ 11.89	\$ 12.23	\$ 12.57	\$ 12.59	\$ 12.91
	O	15.48	15.99	16.52	17.03	17.54	17.84	18.35	18.86	18.89	19.37
2	B	11.60	11.88	12.26	12.59	12.73	13.10	13.48	13.85	14.23	14.60
	O	17.40	17.82	18.39	18.89	19.10	19.65	20.22	20.78	21.35	21.90
3	B	12.66	13.08	13.50	13.92	14.35	14.77	15.19	15.61	16.03	16.46
	O	18.99	19.62	20.25	20.88	21.53	22.16	22.79	23.42	24.05	24.69
4	B	14.21	14.68	15.16	15.63	16.10	16.58	17.05	17.53	18.00	18.47
	O	21.32	22.02	22.74	23.45	24.15	24.87	25.58	26.30	27.00	27.71
5	B	15.90	16.43	16.96	17.49	18.02	18.55	19.08	19.61	20.14	20.67
	O	23.85	24.65	25.44	26.24	27.03	27.83	28.62	29.42	30.21	31.01
6	B	17.72	18.31	18.90	19.49	20.08	20.68	21.27	21.86	22.45	23.04
	O	26.58	27.47	28.35	29.24	30.12	31.02	31.91	32.79	33.68	34.56
7	B	19.69	20.35	21.01	21.66	22.32	22.98	23.63	24.29	24.95	25.60
	O	29.54	30.53	31.52	32.49	33.48	34.47	35.45	36.44	37.43	38.40
8	B	21.81	22.54	23.26	23.99	24.72	25.44	26.17	26.90	27.62	28.35
	O	32.72	33.81	34.89	35.99	37.08	38.16	39.26	39.80	39.80	39.80
9	B	24.09	24.89	25.69	26.50	27.30	28.10	28.91	29.71	30.51	31.31
	O	36.14	37.34	38.54	39.75	39.80	39.80	39.80	39.80	39.80	39.80
10	B	26.53	27.41	28.30	29.18	30.07	30.95	31.84	32.72	33.60	34.49
	O	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80
11	B	29.15	30.12	31.09	32.06	33.03	34.00	34.97	35.95	36.92	37.89
	O	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80
12	B	34.93	36.10	37.26	38.43	39.59	40.76	41.92	43.08	44.25	45.41
	O	39.80	39.80	39.80	39.80	39.80	40.76	41.92	43.08	44.25	45.41
13	B	41.54	42.93	44.31	45.70	47.08	48.46	49.85	51.23	52.62	54.00
	O	41.54	42.93	44.31	45.70	47.08	48.46	49.85	51.23	52.62	54.00
14	B	49.09	50.73	52.36	54.00	55.63	57.27	58.91	60.54	62.18	63.82
	O	49.09	50.73	52.36	54.00	55.63	57.27	58.91	60.54	62.18	63.82
15	B	57.74	59.67	61.59	63.52	65.44	67.37	69.29	71.22	73.14	74.51
	O	57.74	59.67	61.59	63.52	65.44	67.37	69.29	71.22	73.14	74.51

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

**SALARY TABLE 2012-NY**  
**INCORPORATING A LOCALITY PAYMENT OF 28.72%**  
**FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.98	\$ 11.35	\$ 11.71	\$ 12.08	\$ 12.44	\$ 12.66	\$ 13.02	\$ 13.38	\$ 13.39	\$ 13.74
	O	16.47	17.03	17.57	18.12	18.66	18.99	19.53	20.07	20.09	20.61
2	B	12.35	12.64	13.05	13.39	13.54	13.94	14.34	14.74	15.14	15.54
	O	18.53	18.96	19.58	20.09	20.31	20.91	21.51	22.11	22.71	23.31
3	B	13.47	13.92	14.37	14.82	15.27	15.72	16.16	16.61	17.06	17.51
	O	20.21	20.88	21.56	22.23	22.91	23.58	24.24	24.92	25.59	26.27
4	B	15.12	15.63	16.13	16.63	17.14	17.64	18.15	18.65	19.15	19.66
	O	22.68	23.45	24.20	24.95	25.71	26.46	27.23	27.98	28.73	29.49
5	B	16.92	17.48	18.05	18.61	19.17	19.74	20.30	20.86	21.43	21.99
	O	25.38	26.22	27.08	27.92	28.76	29.61	30.45	31.29	32.15	32.99
6	B	18.86	19.49	20.12	20.74	21.37	22.00	22.63	23.26	23.89	24.52
	O	28.29	29.24	30.18	31.11	32.06	33.00	33.95	34.89	35.84	36.78
7	B	20.96	21.66	22.36	23.05	23.75	24.45	25.15	25.85	26.55	27.25
	O	31.44	32.49	33.54	34.58	35.63	36.68	37.73	38.78	39.83	40.88
8	B	23.21	23.98	24.76	25.53	26.30	27.08	27.85	28.62	29.40	30.17
	O	34.82	35.97	37.14	38.30	39.45	40.62	41.78	42.35	42.35	42.35
9	B	25.63	26.49	27.34	28.20	29.05	29.91	30.76	31.61	32.47	33.32
	O	38.45	39.74	41.01	42.30	42.35	42.35	42.35	42.35	42.35	42.35
10	B	28.23	29.17	30.11	31.05	32.00	32.94	33.88	34.82	35.76	36.70
	O	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35
11	B	31.02	32.05	33.08	34.12	35.15	36.18	37.22	38.25	39.29	40.32
	O	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35
12	B	37.18	38.41	39.65	40.89	42.13	43.37	44.61	45.85	47.09	48.33
	O	42.35	42.35	42.35	42.35	42.35	43.37	44.61	45.85	47.09	48.33
13	B	44.21	45.68	47.15	48.63	50.10	51.57	53.05	54.52	55.99	57.47
	O	44.21	45.68	47.15	48.63	50.10	51.57	53.05	54.52	55.99	57.47
14	B	52.24	53.98	55.72	57.46	59.20	60.94	62.69	64.43	66.17	67.91
	O	52.24	53.98	55.72	57.46	59.20	60.94	62.69	64.43	66.17	67.91
15	B	61.45	63.50	65.54	67.59	69.64	71.69	73.74	74.51	74.51	74.51
	O	61.45	63.50	65.54	67.59	69.64	71.69	73.74	74.51	74.51	74.51

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

**SALARY TABLE 2012-PHL**  
**INCORPORATING A LOCALITY PAYMENT OF 21.79%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.39	\$ 10.74	\$ 11.08	\$ 11.43	\$ 11.77	\$ 11.97	\$ 12.32	\$ 12.66	\$ 12.67	\$ 13.00
	O	15.59	16.11	16.62	17.15	17.66	17.96	18.48	18.99	19.01	19.50
2	B	11.68	11.96	12.35	12.67	12.82	13.19	13.57	13.95	14.32	14.70
	O	17.52	17.94	18.53	19.01	19.23	19.79	20.36	20.93	21.48	22.05
3	B	12.75	13.17	13.59	14.02	14.44	14.87	15.29	15.72	16.14	16.57
	O	19.13	19.76	20.39	21.03	21.66	22.31	22.94	23.58	24.21	24.86
4	B	14.31	14.78	15.26	15.74	16.22	16.69	17.17	17.65	18.12	18.60
	O	21.47	22.17	22.89	23.61	24.33	25.04	25.76	26.48	27.18	27.90
5	B	16.01	16.54	17.07	17.61	18.14	18.67	19.21	19.74	20.27	20.81
	O	24.02	24.81	25.61	26.42	27.21	28.01	28.82	29.61	30.41	31.22
6	B	17.84	18.44	19.03	19.63	20.22	20.82	21.41	22.01	22.60	23.20
	O	26.76	27.66	28.55	29.45	30.33	31.23	32.12	33.02	33.90	34.80
7	B	19.83	20.49	21.15	21.81	22.47	23.13	23.80	24.46	25.12	25.78
	O	29.75	30.74	31.73	32.72	33.71	34.70	35.70	36.69	37.68	38.67
8	B	21.96	22.69	23.42	24.16	24.89	25.62	26.35	27.08	27.81	28.55
	O	32.94	34.04	35.13	36.24	37.34	38.43	39.53	40.07	40.07	40.07
9	B	24.25	25.06	25.87	26.68	27.49	28.30	29.10	29.91	30.72	31.53
	O	36.38	37.59	38.81	40.02	40.07	40.07	40.07	40.07	40.07	40.07
10	B	26.71	27.60	28.49	29.38	30.27	31.16	32.05	32.94	33.83	34.72
	O	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07
11	B	29.35	30.32	31.30	32.28	33.26	34.24	35.21	36.19	37.17	38.15
	O	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07
12	B	35.17	36.35	37.52	38.69	39.86	41.04	42.21	43.38	44.55	45.73
	O	40.07	40.07	40.07	40.07	40.07	41.04	42.21	43.38	44.55	45.73
13	B	41.83	43.22	44.61	46.01	47.40	48.80	50.19	51.59	52.98	54.37
	O	41.83	43.22	44.61	46.01	47.40	48.80	50.19	51.59	52.98	54.37
14	B	49.43	51.07	52.72	54.37	56.02	57.66	59.31	60.96	62.61	64.25
	O	49.43	51.07	52.72	54.37	56.02	57.66	59.31	60.96	62.61	64.25
15	B	58.14	60.08	62.02	63.95	65.89	67.83	69.77	71.71	73.64	74.51
	O	58.14	60.08	62.02	63.95	65.89	67.83	69.77	71.71	73.64	74.51

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

**SALARY TABLE 2012-PX**  
**INCORPORATING A LOCALITY PAYMENT OF 16.76%**  
**FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 9.96	\$ 10.29	\$ 10.62	\$ 10.95	\$ 11.29	\$ 11.48	\$ 11.81	\$ 12.14	\$ 12.15	\$ 12.46
	O	14.94	15.44	15.93	16.43	16.94	17.22	17.72	18.21	18.23	18.69
2	B	11.20	11.47	11.84	12.15	12.29	12.65	13.01	13.37	13.73	14.09
	O	16.80	17.21	17.76	18.23	18.44	18.98	19.52	20.06	20.60	21.14
3	B	12.22	12.63	13.03	13.44	13.85	14.25	14.66	15.07	15.48	15.88
	O	18.33	18.95	19.55	20.16	20.78	21.38	21.99	22.61	23.22	23.82
4	B	13.72	14.17	14.63	15.09	15.55	16.00	16.46	16.92	17.37	17.83
	O	20.58	21.26	21.95	22.64	23.33	24.00	24.69	25.38	26.06	26.75
5	B	15.35	15.86	16.37	16.88	17.39	17.90	18.41	18.93	19.44	19.95
	O	23.03	23.79	24.56	25.32	26.09	26.85	27.62	28.40	29.16	29.93
6	B	17.11	17.68	18.25	18.82	19.39	19.96	20.53	21.10	21.67	22.24
	O	25.67	26.52	27.38	28.23	29.09	29.94	30.80	31.65	32.51	33.36
7	B	19.01	19.64	20.28	20.91	21.55	22.18	22.81	23.45	24.08	24.71
	O	28.52	29.46	30.42	31.37	32.33	33.27	34.22	35.18	36.12	37.07
8	B	21.05	21.75	22.46	23.16	23.86	24.56	25.26	25.96	26.67	27.37
	O	31.58	32.63	33.69	34.74	35.79	36.84	37.89	38.42	38.42	38.42
9	B	23.25	24.03	24.80	25.58	26.35	27.13	27.90	28.68	29.45	30.23
	O	34.88	36.05	37.20	38.37	38.42	38.42	38.42	38.42	38.42	38.42
10	B	25.61	26.46	27.31	28.17	29.02	29.88	30.73	31.58	32.44	33.29
	O	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42
11	B	28.13	29.07	30.01	30.95	31.88	32.82	33.76	34.70	35.63	36.57
	O	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42
12	B	33.72	34.85	35.97	37.09	38.22	39.34	40.46	41.59	42.71	43.84
	O	38.42	38.42	38.42	38.42	38.42	39.34	40.46	41.59	42.71	43.84
13	B	40.10	41.44	42.77	44.11	45.45	46.78	48.12	49.45	50.79	52.13
	O	40.10	41.44	42.77	44.11	45.45	46.78	48.12	49.45	50.79	52.13
14	B	47.38	48.96	50.54	52.12	53.70	55.28	56.86	58.44	60.02	61.60
	O	47.38	48.96	50.54	52.12	53.70	55.28	56.86	58.44	60.02	61.60
15	B	55.74	57.60	59.45	61.31	63.17	65.03	66.89	68.74	70.60	72.46
	O	55.74	57.60	59.45	61.31	63.17	65.03	66.89	68.74	70.60	72.46

**SALARY TABLE 2012-PIT**  
**INCORPORATING A LOCALITY PAYMENT OF 16.37%**  
**FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE, PA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 9.93	\$ 10.26	\$ 10.59	\$ 10.92	\$ 11.25	\$ 11.44	\$ 11.77	\$ 12.10	\$ 12.11	\$ 12.42
	O	14.90	15.39	15.89	16.38	16.88	17.16	17.66	18.15	18.17	18.63
2	B	11.16	11.43	11.80	12.11	12.25	12.61	12.97	13.33	13.69	14.05
	O	16.74	17.15	17.70	18.17	18.38	18.92	19.46	20.00	20.54	21.08
3	B	12.18	12.58	12.99	13.40	13.80	14.21	14.61	15.02	15.43	15.83
	O	18.27	18.87	19.49	20.10	20.70	21.32	21.92	22.53	23.15	23.75
4	B	13.67	14.13	14.58	15.04	15.49	15.95	16.40	16.86	17.32	17.77
	O	20.51	21.20	21.87	22.56	23.24	23.93	24.60	25.29	25.98	26.66
5	B	15.30	15.80	16.31	16.82	17.33	17.84	18.35	18.86	19.37	19.88
	O	22.95	23.70	24.47	25.23	26.00	26.76	27.53	28.29	29.06	29.82
6	B	17.05	17.62	18.19	18.75	19.32	19.89	20.46	21.03	21.60	22.16
	O	25.58	26.43	27.29	28.13	28.98	29.84	30.69	31.55	32.40	33.24
7	B	18.95	19.58	20.21	20.84	21.47	22.11	22.74	23.37	24.00	24.63
	O	28.43	29.37	30.32	31.26	32.21	33.17	34.11	35.06	36.00	36.95
8	B	20.98	21.68	22.38	23.08	23.78	24.48	25.18	25.88	26.58	27.28
	O	31.47	32.52	33.57	34.62	35.67	36.72	37.77	38.28	38.28	38.28
9	B	23.18	23.95	24.72	25.49	26.26	27.04	27.81	28.58	29.35	30.13
	O	34.77	35.93	37.08	38.24	38.28	38.28	38.28	38.28	38.28	38.28
10	B	25.52	26.37	27.22	28.07	28.93	29.78	30.63	31.48	32.33	33.18
	O	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28
11	B	28.04	28.97	29.91	30.84	31.78	32.71	33.65	34.58	35.52	36.45
	O	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28
12	B	33.61	34.73	35.85	36.97	38.09	39.21	40.33	41.45	42.57	43.69
	O	38.28	38.28	38.28	38.28	38.28	39.21	40.33	41.45	42.57	43.69
13	B	39.97	41.30	42.63	43.96	45.29	46.63	47.96	49.29	50.62	51.95
	O	39.97	41.30	42.63	43.96	45.29	46.63	47.96	49.29	50.62	51.95
14	B	47.23	48.80	50.37	51.95	53.52	55.10	56.67	58.25	59.82	61.39
	O	47.23	48.80	50.37	51.95	53.52	55.10	56.67	58.25	59.82	61.39
15	B	55.55	57.40	59.26	61.11	62.96	64.81	66.66	68.51	70.37	72.22
	O	55.55	57.40	59.26	61.11	62.96	64.81	66.66	68.51	70.37	72.22

**SALARY TABLE 2012-POR**  
**INCORPORATING A LOCALITY PAYMENT OF 20.35%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-BEAVERTON, OR-WA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.27	\$ 10.61	\$ 10.95	\$ 11.29	\$ 11.63	\$ 11.83	\$ 12.17	\$ 12.51	\$ 12.52	\$ 12.84
	O	15.41	15.92	16.43	16.94	17.45	17.75	18.26	18.77	18.78	19.26
2	B	11.54	11.82	12.20	12.52	12.66	13.04	13.41	13.78	14.15	14.53
	O	17.31	17.73	18.30	18.78	18.99	19.56	20.12	20.67	21.23	21.80
3	B	12.59	13.01	13.43	13.85	14.27	14.69	15.11	15.53	15.95	16.37
	O	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56
4	B	14.14	14.61	15.08	15.55	16.02	16.49	16.97	17.44	17.91	18.38
	O	21.21	21.92	22.62	23.33	24.03	24.74	25.46	26.16	26.87	27.57
5	B	15.82	16.35	16.87	17.40	17.93	18.45	18.98	19.51	20.03	20.56
	O	23.73	24.53	25.31	26.10	26.90	27.68	28.47	29.27	30.05	30.84
6	B	17.63	18.22	18.81	19.40	19.98	20.57	21.16	21.75	22.33	22.92
	O	26.45	27.33	28.22	29.10	29.97	30.86	31.74	32.63	33.50	34.38
7	B	19.59	20.25	20.90	21.55	22.21	22.86	23.51	24.17	24.82	25.47
	O	29.39	30.38	31.35	32.33	33.32	34.29	35.27	36.26	37.23	38.21
8	B	21.70	22.42	23.15	23.87	24.59	25.32	26.04	26.76	27.49	28.21
	O	32.55	33.63	34.73	35.81	36.89	37.98	39.06	39.59	39.59	39.59
9	B	23.97	24.77	25.57	26.36	27.16	27.96	28.76	29.56	30.36	31.16
	O	35.96	37.16	38.36	39.54	39.59	39.59	39.59	39.59	39.59	39.59
10	B	26.39	27.27	28.15	29.03	29.91	30.79	31.67	32.55	33.43	34.31
	O	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59
11	B	29.00	29.97	30.93	31.90	32.86	33.83	34.80	35.76	36.73	37.70
	O	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59
12	B	34.76	35.92	37.07	38.23	39.39	40.55	41.71	42.87	44.03	45.18
	O	39.59	39.59	39.59	39.59	39.59	40.55	41.71	42.87	44.03	45.18
13	B	41.33	42.71	44.09	45.46	46.84	48.22	49.60	50.98	52.35	53.73
	O	41.33	42.71	44.09	45.46	46.84	48.22	49.60	50.98	52.35	53.73
14	B	48.84	50.47	52.10	53.73	55.35	56.98	58.61	60.24	61.87	63.49
	O	48.84	50.47	52.10	53.73	55.35	56.98	58.61	60.24	61.87	63.49
15	B	57.45	59.37	61.28	63.20	65.11	67.03	68.94	70.86	72.77	74.51
	O	57.45	59.37	61.28	63.20	65.11	67.03	68.94	70.86	72.77	74.51

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

**SALARY TABLE 2012-RA**  
**INCORPORATING A LOCALITY PAYMENT OF 17.64%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CARY, NC**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.03	\$ 10.37	\$ 10.70	\$ 11.04	\$ 11.37	\$ 11.57	\$ 11.90	\$ 12.23	\$ 12.24	\$ 12.55
	O	15.05	15.56	16.05	16.56	17.06	17.36	17.85	18.35	18.36	18.83
2	B	11.28	11.55	11.92	12.24	12.38	12.74	13.11	13.47	13.84	14.20
	O	16.92	17.33	17.88	18.36	18.57	19.11	19.67	20.21	20.76	21.30
3	B	12.31	12.72	13.13	13.54	13.95	14.36	14.77	15.18	15.59	16.00
	O	18.47	19.08	19.70	20.31	20.93	21.54	22.16	22.77	23.39	24.00
4	B	13.82	14.28	14.74	15.20	15.66	16.12	16.58	17.04	17.50	17.97
	O	20.73	21.42	22.11	22.80	23.49	24.18	24.87	25.56	26.25	26.96
5	B	15.46	15.98	16.49	17.01	17.52	18.04	18.55	19.07	19.58	20.10
	O	23.19	23.97	24.74	25.52	26.28	27.06	27.83	28.61	29.37	30.15
6	B	17.24	17.81	18.38	18.96	19.53	20.11	20.68	21.26	21.83	22.41
	O	25.86	26.72	27.57	28.44	29.30	30.17	31.02	31.89	32.75	33.62
7	B	19.15	19.79	20.43	21.07	21.71	22.35	22.99	23.62	24.26	24.90
	O	28.73	29.69	30.65	31.61	32.57	33.53	34.49	35.43	36.39	37.35
8	B	21.21	21.92	22.63	23.33	24.04	24.75	25.45	26.16	26.87	27.57
	O	31.82	32.88	33.95	35.00	36.06	37.13	38.18	38.70	38.70	38.70
9	B	23.43	24.21	24.99	25.77	26.55	27.33	28.11	28.89	29.67	30.45
	O	35.15	36.32	37.49	38.66	38.70	38.70	38.70	38.70	38.70	38.70
10	B	25.80	26.66	27.52	28.38	29.24	30.10	30.96	31.82	32.68	33.54
	O	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70
11	B	28.35	29.29	30.24	31.18	32.12	33.07	34.01	34.96	35.90	36.85
	O	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70
12	B	33.98	35.11	36.24	37.37	38.51	39.64	40.77	41.90	43.03	44.17
	O	38.70	38.70	38.70	38.70	38.70	39.64	40.77	41.90	43.03	44.17
13	B	40.40	41.75	43.09	44.44	45.79	47.13	48.48	49.83	51.17	52.52
	O	40.40	41.75	43.09	44.44	45.79	47.13	48.48	49.83	51.17	52.52
14	B	47.74	49.33	50.92	52.52	54.11	55.70	57.29	58.88	60.47	62.06
	O	47.74	49.33	50.92	52.52	54.11	55.70	57.29	58.88	60.47	62.06
15	B	56.16	58.03	59.90	61.77	63.65	65.52	67.39	69.26	71.13	73.01
	O	56.16	58.03	59.90	61.77	63.65	65.52	67.39	69.26	71.13	73.01

**SALARY TABLE 2012-RCH**  
**INCORPORATING A LOCALITY PAYMENT OF 16.47%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 9.94	\$ 10.27	\$ 10.60	\$ 10.93	\$ 11.26	\$ 11.45	\$ 11.78	\$ 12.11	\$ 12.12	\$ 12.43
	O	14.91	15.41	15.90	16.40	16.89	17.18	17.67	18.17	18.18	18.65
2	B	11.17	11.44	11.81	12.12	12.26	12.62	12.98	13.34	13.70	14.06
	O	16.76	17.16	17.72	18.18	18.39	18.93	19.47	20.01	20.55	21.09
3	B	12.19	12.59	13.00	13.41	13.81	14.22	14.63	15.03	15.44	15.84
	O	18.29	18.89	19.50	20.12	20.72	21.33	21.95	22.55	23.16	23.76
4	B	13.68	14.14	14.59	15.05	15.51	15.96	16.42	16.87	17.33	17.79
	O	20.52	21.21	21.89	22.58	23.27	23.94	24.63	25.31	26.00	26.69
5	B	15.31	15.82	16.33	16.84	17.35	17.86	18.37	18.88	19.39	19.90
	O	22.97	23.73	24.50	25.26	26.03	26.79	27.56	28.32	29.09	29.85
6	B	17.06	17.63	18.20	18.77	19.34	19.91	20.48	21.05	21.61	22.18
	O	25.59	26.45	27.30	28.16	29.01	29.87	30.72	31.58	32.42	33.27
7	B	18.96	19.60	20.23	20.86	21.49	22.12	22.76	23.39	24.02	24.65
	O	28.44	29.40	30.35	31.29	32.24	33.18	34.14	35.09	36.03	36.98
8	B	21.00	21.70	22.40	23.10	23.80	24.50	25.20	25.90	26.60	27.30
	O	31.50	32.55	33.60	34.65	35.70	36.75	37.80	38.31	38.31	38.31
9	B	23.20	23.97	24.74	25.51	26.29	27.06	27.83	28.61	29.38	30.15
	O	34.80	35.96	37.11	38.27	38.31	38.31	38.31	38.31	38.31	38.31
10	B	25.54	26.40	27.25	28.10	28.95	29.80	30.65	31.51	32.36	33.21
	O	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31
11	B	28.06	29.00	29.93	30.87	31.80	32.74	33.68	34.61	35.55	36.48
	O	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31
12	B	33.64	34.76	35.88	37.00	38.12	39.24	40.36	41.49	42.61	43.73
	O	38.31	38.31	38.31	38.31	38.31	39.24	40.36	41.49	42.61	43.73
13	B	40.00	41.33	42.67	44.00	45.33	46.67	48.00	49.33	50.67	52.00
	O	40.00	41.33	42.67	44.00	45.33	46.67	48.00	49.33	50.67	52.00
14	B	47.27	48.84	50.42	51.99	53.57	55.14	56.72	58.30	59.87	61.45
	O	47.27	48.84	50.42	51.99	53.57	55.14	56.72	58.30	59.87	61.45
15	B	55.60	57.45	59.31	61.16	63.01	64.87	66.72	68.57	70.43	72.28
	O	55.60	57.45	59.31	61.16	63.01	64.87	66.72	68.57	70.43	72.28

**SALARY TABLE 2012-SAC**  
**INCORPORATING A LOCALITY PAYMENT OF 22.20%**  
**FOR THE LOCALITY PAY AREA OF SACRAMENTO--ARDEN-ARCADE--YUBA CITY, CA-NV**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.42	\$ 10.77	\$ 11.12	\$ 11.46	\$ 11.81	\$ 12.01	\$ 12.36	\$ 12.70	\$ 12.72	\$ 13.04
	O	15.63	16.16	16.68	17.19	17.72	18.02	18.54	19.05	19.08	19.56
2	B	11.72	12.00	12.39	12.72	12.86	13.24	13.62	13.99	14.37	14.75
	O	17.58	18.00	18.59	19.08	19.29	19.86	20.43	20.99	21.56	22.13
3	B	12.79	13.21	13.64	14.07	14.49	14.92	15.35	15.77	16.20	16.62
	O	19.19	19.82	20.46	21.11	21.74	22.38	23.03	23.66	24.30	24.93
4	B	14.36	14.83	15.31	15.79	16.27	16.75	17.23	17.70	18.18	18.66
	O	21.54	22.25	22.97	23.69	24.41	25.13	25.85	26.55	27.27	27.99
5	B	16.06	16.60	17.13	17.67	18.20	18.74	19.27	19.81	20.34	20.88
	O	24.09	24.90	25.70	26.51	27.30	28.11	28.91	29.72	30.51	31.32
6	B	17.90	18.50	19.10	19.69	20.29	20.89	21.48	22.08	22.68	23.27
	O	26.85	27.75	28.65	29.54	30.44	31.34	32.22	33.12	34.02	34.91
7	B	19.90	20.56	21.22	21.89	22.55	23.21	23.88	24.54	25.20	25.87
	O	29.85	30.84	31.83	32.84	33.83	34.82	35.82	36.81	37.80	38.81
8	B	22.03	22.77	23.50	24.24	24.97	25.71	26.44	27.17	27.91	28.64
	O	33.05	34.16	35.25	36.36	37.46	38.57	39.66	40.20	40.20	40.20
9	B	24.34	25.15	25.96	26.77	27.58	28.39	29.20	30.01	30.82	31.63
	O	36.51	37.73	38.94	40.16	40.20	40.20	40.20	40.20	40.20	40.20
10	B	26.80	27.69	28.59	29.48	30.37	31.27	32.16	33.06	33.95	34.84
	O	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20
11	B	29.44	30.43	31.41	32.39	33.37	34.35	35.33	36.31	37.30	38.28
	O	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20
12	B	35.29	36.47	37.64	38.82	40.00	41.17	42.35	43.53	44.70	45.88
	O	40.20	40.20	40.20	40.20	40.20	41.17	42.35	43.53	44.70	45.88
13	B	41.97	43.37	44.76	46.16	47.56	48.96	50.36	51.76	53.16	54.56
	O	41.97	43.37	44.76	46.16	47.56	48.96	50.36	51.76	53.16	54.56
14	B	49.59	51.25	52.90	54.55	56.20	57.86	59.51	61.16	62.82	64.47
	O	49.59	51.25	52.90	54.55	56.20	57.86	59.51	61.16	62.82	64.47
15	B	58.33	60.28	62.22	64.17	66.11	68.06	70.00	71.95	73.89	74.51
	O	58.33	60.28	62.22	64.17	66.11	68.06	70.00	71.95	73.89	74.51

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

**SALARY TABLE 2012-SD**  
**INCORPORATING A LOCALITY PAYMENT OF 24.19%**  
**FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.59	\$ 10.95	\$ 11.30	\$ 11.65	\$ 12.00	\$ 12.21	\$ 12.56	\$ 12.91	\$ 12.92	\$ 13.25
	O	15.89	16.43	16.95	17.48	18.00	18.32	18.84	19.37	19.38	19.88
2	B	11.91	12.19	12.59	12.92	13.07	13.45	13.84	14.22	14.61	14.99
	O	17.87	18.29	18.89	19.38	19.61	20.18	20.76	21.33	21.92	22.49
3	B	13.00	13.43	13.86	14.30	14.73	15.16	15.60	16.03	16.46	16.90
	O	19.50	20.15	20.79	21.45	22.10	22.74	23.40	24.05	24.69	25.35
4	B	14.59	15.08	15.56	16.05	16.53	17.02	17.51	17.99	18.48	18.97
	O	21.89	22.62	23.34	24.08	24.80	25.53	26.27	26.99	27.72	28.46
5	B	16.32	16.87	17.41	17.95	18.50	19.04	19.59	20.13	20.67	21.22
	O	24.48	25.31	26.12	26.93	27.75	28.56	29.39	30.20	31.01	31.83
6	B	18.20	18.80	19.41	20.01	20.62	21.23	21.83	22.44	23.05	23.65
	O	27.30	28.20	29.12	30.02	30.93	31.85	32.75	33.66	34.58	35.48
7	B	20.22	20.89	21.57	22.24	22.92	23.59	24.26	24.94	25.61	26.29
	O	30.33	31.34	32.36	33.36	34.38	35.39	36.39	37.41	38.42	39.44
8	B	22.39	23.14	23.89	24.63	25.38	26.12	26.87	27.62	28.36	29.11
	O	33.59	34.71	35.84	36.95	38.07	39.18	40.31	40.86	40.86	40.86
9	B	24.73	25.56	26.38	27.21	28.03	28.85	29.68	30.50	31.33	32.15
	O	37.10	38.34	39.57	40.82	40.86	40.86	40.86	40.86	40.86	40.86
10	B	27.24	28.14	29.05	29.96	30.87	31.78	32.69	33.59	34.50	35.41
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
11	B	29.92	30.92	31.92	32.92	33.91	34.91	35.91	36.91	37.90	38.90
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
12	B	35.87	37.06	38.26	39.45	40.65	41.84	43.04	44.24	45.43	46.63
	O	40.86	40.86	40.86	40.86	40.86	41.84	43.04	44.24	45.43	46.63
13	B	42.65	44.07	45.49	46.92	48.34	49.76	51.18	52.60	54.02	55.45
	O	42.65	44.07	45.49	46.92	48.34	49.76	51.18	52.60	54.02	55.45
14	B	50.40	52.08	53.76	55.44	57.12	58.80	60.48	62.16	63.84	65.52
	O	50.40	52.08	53.76	55.44	57.12	58.80	60.48	62.16	63.84	65.52
15	B	59.29	61.26	63.24	65.21	67.19	69.17	71.14	73.12	74.51	74.51
	O	59.29	61.26	63.24	65.21	67.19	69.17	71.14	73.12	74.51	74.51

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

**SALARY TABLE 2012-SF**  
**INCORPORATING A LOCALITY PAYMENT OF 35.15%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 11.53	\$ 11.91	\$ 12.30	\$ 12.68	\$ 13.06	\$ 13.29	\$ 13.67	\$ 14.05	\$ 14.06	\$ 14.42
	O	17.30	17.87	18.45	19.02	19.59	19.94	20.51	21.08	21.09	21.63
2	B	12.96	13.27	13.70	14.06	14.22	14.64	15.06	15.48	15.90	16.31
	O	19.44	19.91	20.55	21.09	21.33	21.96	22.59	23.22	23.85	24.47
3	B	14.14	14.61	15.09	15.56	16.03	16.50	16.97	17.44	17.91	18.39
	O	21.21	21.92	22.64	23.34	24.05	24.75	25.46	26.16	26.87	27.59
4	B	15.88	16.41	16.94	17.46	17.99	18.52	19.05	19.58	20.11	20.64
	O	23.82	24.62	25.41	26.19	26.99	27.78	28.58	29.37	30.17	30.96
5	B	17.76	18.36	18.95	19.54	20.13	20.72	21.32	21.91	22.50	23.09
	O	26.64	27.54	28.43	29.31	30.20	31.08	31.98	32.87	33.75	34.64
6	B	19.80	20.46	21.12	21.78	22.44	23.10	23.76	24.42	25.08	25.74
	O	29.70	30.69	31.68	32.67	33.66	34.65	35.64	36.63	37.62	38.61
7	B	22.00	22.74	23.47	24.21	24.94	25.67	26.41	27.14	27.87	28.61
	O	33.00	34.11	35.21	36.32	37.41	38.51	39.62	40.71	41.81	42.92
8	B	24.37	25.18	25.99	26.81	27.62	28.43	29.24	30.05	30.87	31.68
	O	36.56	37.77	38.99	40.22	41.43	42.65	43.86	44.46	44.46	44.46
9	B	26.92	27.81	28.71	29.61	30.50	31.40	32.30	33.19	34.09	34.99
	O	40.38	41.72	43.07	44.42	44.46	44.46	44.46	44.46	44.46	44.46
10	B	29.64	30.63	31.62	32.61	33.59	34.58	35.57	36.56	37.55	38.53
	O	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46
11	B	32.56	33.65	34.74	35.82	36.91	37.99	39.08	40.16	41.25	42.33
	O	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46
12	B	39.03	40.33	41.63	42.94	44.24	45.54	46.84	48.14	49.44	50.74
	O	44.46	44.46	44.46	44.46	44.46	45.54	46.84	48.14	49.44	50.74
13	B	46.41	47.96	49.51	51.06	52.60	54.15	55.70	57.24	58.79	60.34
	O	46.41	47.96	49.51	51.06	52.60	54.15	55.70	57.24	58.79	60.34
14	B	54.85	56.68	58.50	60.33	62.16	63.99	65.82	67.64	69.47	71.30
	O	54.85	56.68	58.50	60.33	62.16	63.99	65.82	67.64	69.47	71.30
15	B	64.52	66.67	68.82	70.97	73.12	74.51	74.51	74.51	74.51	74.51
	O	64.52	66.67	68.82	70.97	73.12	74.51	74.51	74.51	74.51	74.51

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

**SALARY TABLE 2012-SEA**  
**INCORPORATING A LOCALITY PAYMENT OF 21.81%**  
**FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-OLYMPIA, WA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.39	\$ 10.74	\$ 11.08	\$ 11.43	\$ 11.77	\$ 11.98	\$ 12.32	\$ 12.66	\$ 12.68	\$ 13.00
	O	15.59	16.11	16.62	17.15	17.66	17.97	18.48	18.99	19.02	19.50
2	B	11.68	11.96	12.35	12.68	12.82	13.20	13.57	13.95	14.33	14.70
	O	17.52	17.94	18.53	19.02	19.23	19.80	20.36	20.93	21.50	22.05
3	B	12.75	13.17	13.60	14.02	14.45	14.87	15.30	15.72	16.15	16.57
	O	19.13	19.76	20.40	21.03	21.68	22.31	22.95	23.58	24.23	24.86
4	B	14.31	14.79	15.26	15.74	16.22	16.69	17.17	17.65	18.13	18.60
	O	21.47	22.19	22.89	23.61	24.33	25.04	25.76	26.48	27.20	27.90
5	B	16.01	16.54	17.08	17.61	18.14	18.68	19.21	19.74	20.28	20.81
	O	24.02	24.81	25.62	26.42	27.21	28.02	28.82	29.61	30.42	31.22
6	B	17.85	18.44	19.04	19.63	20.23	20.82	21.41	22.01	22.60	23.20
	O	26.78	27.66	28.56	29.45	30.35	31.23	32.12	33.02	33.90	34.80
7	B	19.83	20.49	21.15	21.82	22.48	23.14	23.80	24.46	25.12	25.78
	O	29.75	30.74	31.73	32.73	33.72	34.71	35.70	36.69	37.68	38.67
8	B	21.96	22.70	23.43	24.16	24.89	25.62	26.36	27.09	27.82	28.55
	O	32.94	34.05	35.15	36.24	37.34	38.43	39.54	40.07	40.07	40.07
9	B	24.26	25.07	25.88	26.68	27.49	28.30	29.11	29.92	30.73	31.53
	O	36.39	37.61	38.82	40.02	40.07	40.07	40.07	40.07	40.07	40.07
10	B	26.71	27.61	28.50	29.39	30.28	31.17	32.06	32.95	33.84	34.73
	O	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07
11	B	29.35	30.33	31.31	32.29	33.26	34.24	35.22	36.20	37.18	38.15
	O	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07
12	B	35.18	36.35	37.52	38.70	39.87	41.04	42.22	43.39	44.56	45.73
	O	40.07	40.07	40.07	40.07	40.07	41.04	42.22	43.39	44.56	45.73
13	B	41.83	43.23	44.62	46.02	47.41	48.80	50.20	51.59	52.99	54.38
	O	41.83	43.23	44.62	46.02	47.41	48.80	50.20	51.59	52.99	54.38
14	B	49.43	51.08	52.73	54.38	56.02	57.67	59.32	60.97	62.62	64.26
	O	49.43	51.08	52.73	54.38	56.02	57.67	59.32	60.97	62.62	64.26
15	B	58.15	60.09	62.03	63.96	65.90	67.84	69.78	71.72	73.66	74.51
	O	58.15	60.09	62.03	63.96	65.90	67.84	69.78	71.72	73.66	74.51

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

**SALARY TABLE 2012-DCB**  
**INCORPORATING A LOCALITY PAYMENT OF 24.22%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.60	\$ 10.95	\$ 11.30	\$ 11.65	\$ 12.01	\$ 12.21	\$ 12.56	\$ 12.91	\$ 12.93	\$ 13.25
	O	15.90	16.43	16.95	17.48	18.02	18.32	18.84	19.37	19.40	19.88
2	B	11.91	12.20	12.59	12.93	13.07	13.46	13.84	14.22	14.61	14.99
	O	17.87	18.30	18.89	19.40	19.61	20.19	20.76	21.33	21.92	22.49
3	B	13.00	13.43	13.87	14.30	14.73	15.17	15.60	16.03	16.47	16.90
	O	19.50	20.15	20.81	21.45	22.10	22.76	23.40	24.05	24.71	25.35
4	B	14.59	15.08	15.57	16.05	16.54	17.02	17.51	18.00	18.48	18.97
	O	21.89	22.62	23.36	24.08	24.81	25.53	26.27	27.00	27.72	28.46
5	B	16.33	16.87	17.42	17.96	18.50	19.05	19.59	20.14	20.68	21.22
	O	24.50	25.31	26.13	26.94	27.75	28.58	29.39	30.21	31.02	31.83
6	B	18.20	18.81	19.41	20.02	20.63	21.23	21.84	22.45	23.05	23.66
	O	27.30	28.22	29.12	30.03	30.95	31.85	32.76	33.68	34.58	35.49
7	B	20.22	20.90	21.57	22.25	22.92	23.60	24.27	24.95	25.62	26.29
	O	30.33	31.35	32.36	33.38	34.38	35.40	36.41	37.43	38.43	39.44
8	B	22.40	23.14	23.89	24.64	25.38	26.13	26.88	27.62	28.37	29.12
	O	33.60	34.71	35.84	36.96	38.07	39.20	40.32	40.86	40.86	40.86
9	B	24.74	25.56	26.39	27.21	28.04	28.86	29.68	30.51	31.33	32.16
	O	37.11	38.34	39.59	40.82	40.86	40.86	40.86	40.86	40.86	40.86
10	B	27.24	28.15	29.06	29.97	30.88	31.78	32.69	33.60	34.51	35.42
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
11	B	29.93	30.93	31.93	32.92	33.92	34.92	35.92	36.91	37.91	38.91
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
12	B	35.88	37.07	38.27	39.46	40.66	41.85	43.05	44.25	45.44	46.64
	O	40.86	40.86	40.86	40.86	40.86	41.85	43.05	44.25	45.44	46.64
13	B	42.66	44.08	45.51	46.93	48.35	49.77	51.19	52.61	54.04	55.46
	O	42.66	44.08	45.51	46.93	48.35	49.77	51.19	52.61	54.04	55.46
14	B	50.41	52.09	53.77	55.45	57.13	58.81	60.49	62.17	63.85	65.53
	O	50.41	52.09	53.77	55.45	57.13	58.81	60.49	62.17	63.85	65.53
15	B	59.30	61.28	63.25	65.23	67.21	69.18	71.16	73.14	74.51	74.51
	O	59.30	61.28	63.25	65.23	67.21	69.18	71.16	73.14	74.51	74.51

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

**SALARY TABLE 2012-RUS**  
**INCORPORATING A LOCALITY PAYMENT OF 14.16%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**

(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 9.74	\$ 10.06	\$ 10.39	\$ 10.71	\$ 11.03	\$ 11.22	\$ 11.54	\$ 11.87	\$ 11.88	\$ 12.18
	O	14.61	15.09	15.59	16.07	16.55	16.83	17.31	17.81	17.82	18.27
2	B	10.95	11.21	11.57	11.88	12.01	12.37	12.72	13.07	13.43	13.78
	O	16.43	16.82	17.36	17.82	18.02	18.56	19.08	19.61	20.15	20.67
3	B	11.95	12.34	12.74	13.14	13.54	13.94	14.34	14.73	15.13	15.53
	O	17.93	18.51	19.11	19.71	20.31	20.91	21.51	22.10	22.70	23.30
4	B	13.41	13.86	14.31	14.75	15.20	15.65	16.09	16.54	16.99	17.43
	O	20.12	20.79	21.47	22.13	22.80	23.48	24.14	24.81	25.49	26.15
5	B	15.00	15.51	16.00	16.50	17.00	17.50	18.00	18.50	19.00	19.50
	O	22.50	23.27	24.00	24.75	25.50	26.25	27.00	27.75	28.50	29.25
6	B	16.73	17.28	17.84	18.40	18.96	19.51	20.07	20.63	21.18	21.74
	O	25.10	25.92	26.76	27.60	28.44	29.27	30.11	30.95	31.77	32.61
7	B	18.59	19.21	19.83	20.45	21.07	21.69	22.31	22.92	23.54	24.16
	O	27.89	28.82	29.75	30.68	31.61	32.54	33.47	34.38	35.31	36.24
8	B	20.58	21.27	21.96	22.64	23.33	24.01	24.70	25.39	26.07	26.76
	O	30.87	31.91	32.94	33.96	35.00	36.02	37.05	37.56	37.56	37.56
9	B	22.74	23.49	24.25	25.01	25.77	26.52	27.28	28.04	28.80	29.55
	O	34.11	35.24	36.38	37.52	37.56	37.56	37.56	37.56	37.56	37.56
10	B	25.04	25.87	26.71	27.54	28.38	29.21	30.05	30.88	31.71	32.55
	O	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56
11	B	27.51	28.42	29.34	30.26	31.17	32.09	33.01	33.92	34.84	35.76
	O	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56
12	B	32.97	34.07	35.17	36.27	37.37	38.46	39.56	40.66	41.76	42.86
	O	37.56	37.56	37.56	37.56	37.56	38.46	39.56	40.66	41.76	42.86
13	B	39.21	40.51	41.82	43.13	44.43	45.74	47.05	48.35	49.66	50.97
	O	39.21	40.51	41.82	43.13	44.43	45.74	47.05	48.35	49.66	50.97
14	B	46.33	47.87	49.42	50.96	52.51	54.05	55.60	57.14	58.68	60.23
	O	46.33	47.87	49.42	50.96	52.51	54.05	55.60	57.14	58.68	60.23
15	B	54.50	56.31	58.13	59.95	61.76	63.58	65.40	67.21	69.03	70.85
	O	54.50	56.31	58.13	59.95	61.76	63.58	65.40	67.21	69.03	70.85

**SALARY TABLE 2012-AK**  
**INCORPORATING A LOCALITY PAYMENT OF 24.69%**  
**STATE OF ALASKA**

(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**EFFECTIVE JANUARY 2012**

*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	\$ 10.64	\$ 10.99	\$ 11.35	\$ 11.70	\$ 12.05	\$ 12.26	\$ 12.61	\$ 12.96	\$ 12.98	\$ 13.30
	O	15.96	16.49	17.03	17.55	18.08	18.39	18.92	19.44	19.47	19.95
2	B	11.96	12.24	12.64	12.98	13.12	13.51	13.89	14.28	14.66	15.05
	O	17.94	18.36	18.96	19.47	19.68	20.27	20.84	21.42	21.99	22.58
3	B	13.05	13.48	13.92	14.35	14.79	15.22	15.66	16.09	16.53	16.96
	O	19.58	20.22	20.88	21.53	22.19	22.83	23.49	24.14	24.80	25.44
4	B	14.65	15.14	15.62	16.11	16.60	17.09	17.58	18.07	18.55	19.04
	O	21.98	22.71	23.43	24.17	24.90	25.64	26.37	27.11	27.83	28.56
5	B	16.39	16.93	17.48	18.03	18.57	19.12	19.67	20.21	20.76	21.30
	O	24.59	25.40	26.22	27.05	27.86	28.68	29.51	30.32	31.14	31.95
6	B	18.27	18.88	19.49	20.09	20.70	21.31	21.92	22.53	23.14	23.75
	O	27.41	28.32	29.24	30.14	31.05	31.97	32.88	33.80	34.71	35.63
7	B	20.30	20.98	21.66	22.33	23.01	23.69	24.36	25.04	25.72	26.39
	O	30.45	31.47	32.49	33.50	34.52	35.54	36.54	37.56	38.58	39.59
8	B	22.48	23.23	23.98	24.73	25.48	26.23	26.98	27.73	28.48	29.23
	O	33.72	34.85	35.97	37.10	38.22	39.35	40.47	41.03	41.03	41.03
9	B	24.83	25.66	26.49	27.31	28.14	28.97	29.80	30.62	31.45	32.28
	O	37.25	38.49	39.74	40.97	41.03	41.03	41.03	41.03	41.03	41.03
10	B	27.35	28.26	29.17	30.08	30.99	31.91	32.82	33.73	34.64	35.55
	O	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03
11	B	30.04	31.05	32.05	33.05	34.05	35.05	36.05	37.05	38.06	39.06
	O	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03
12	B	36.01	37.21	38.41	39.61	40.81	42.01	43.21	44.41	45.61	46.81
	O	41.03	41.03	41.03	41.03	41.03	42.01	43.21	44.41	45.61	46.81
13	B	42.82	44.25	45.68	47.10	48.53	49.96	51.39	52.81	54.24	55.67
	O	42.82	44.25	45.68	47.10	48.53	49.96	51.39	52.81	54.24	55.67
14	B	50.60	52.29	53.98	55.66	57.35	59.04	60.72	62.41	64.10	65.78
	O	50.60	52.29	53.98	55.66	57.35	59.04	60.72	62.41	64.10	65.78
15	B	59.52	61.51	63.49	65.48	67.46	69.44	71.43	73.41	74.51	74.51
	O	59.52	61.51	63.49	65.48	67.46	69.44	71.43	73.41	74.51	74.51

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

**SALARY TABLE 2012-HI**  
**INCORPORATING A LOCALITY PAYMENT OF 16.51%**  
**STATE OF HAWAII**

(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**EFFECTIVE JANUARY 2012**

*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	\$ 9.94	\$ 10.27	\$ 10.60	\$ 10.93	\$ 11.26	\$ 11.46	\$ 11.78	\$ 12.11	\$ 12.12	\$ 12.43
	O	14.91	15.41	15.90	16.40	16.89	17.19	17.67	18.17	18.18	18.65
2	B	11.17	11.44	11.81	12.12	12.26	12.62	12.98	13.34	13.70	14.06
	O	16.76	17.16	17.72	18.18	18.39	18.93	19.47	20.01	20.55	21.09
3	B	12.19	12.60	13.01	13.41	13.82	14.22	14.63	15.04	15.44	15.85
	O	18.29	18.90	19.52	20.12	20.73	21.33	21.95	22.56	23.16	23.78
4	B	13.69	14.14	14.60	15.06	15.51	15.97	16.42	16.88	17.34	17.79
	O	20.54	21.21	21.90	22.59	23.27	23.96	24.63	25.32	26.01	26.69
5	B	15.31	15.82	16.33	16.84	17.35	17.86	18.38	18.89	19.40	19.91
	O	22.97	23.73	24.50	25.26	26.03	26.79	27.57	28.34	29.10	29.87
6	B	17.07	17.64	18.21	18.78	19.35	19.91	20.48	21.05	21.62	22.19
	O	25.61	26.46	27.32	28.17	29.03	29.87	30.72	31.58	32.43	33.29
7	B	18.97	19.60	20.23	20.87	21.50	22.13	22.76	23.40	24.03	24.66
	O	28.46	29.40	30.35	31.31	32.25	33.20	34.14	35.10	36.05	36.99
8	B	21.01	21.71	22.41	23.11	23.81	24.51	25.21	25.91	26.61	27.31
	O	31.52	32.57	33.62	34.67	35.72	36.77	37.82	38.33	38.33	38.33
9	B	23.20	23.98	24.75	25.52	26.30	27.07	27.84	28.62	29.39	30.16
	O	34.80	35.97	37.13	38.28	38.33	38.33	38.33	38.33	38.33	38.33
10	B	25.55	26.40	27.26	28.11	28.96	29.81	30.66	31.52	32.37	33.22
	O	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33
11	B	28.07	29.01	29.94	30.88	31.82	32.75	33.69	34.62	35.56	36.49
	O	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33	38.33
12	B	33.65	34.77	35.89	37.01	38.14	39.26	40.38	41.50	42.62	43.74
	O	38.33	38.33	38.33	38.33	38.33	39.26	40.38	41.50	42.62	43.74
13	B	40.01	41.35	42.68	44.01	45.35	46.68	48.02	49.35	50.68	52.02
	O	40.01	41.35	42.68	44.01	45.35	46.68	48.02	49.35	50.68	52.02
14	B	47.28	48.86	50.44	52.01	53.59	55.16	56.74	58.32	59.89	61.47
	O	47.28	48.86	50.44	52.01	53.59	55.16	56.74	58.32	59.89	61.47
15	B	55.62	57.47	59.33	61.18	63.03	64.89	66.74	68.60	70.45	72.30
	O	55.62	57.47	59.33	61.18	63.03	64.89	66.74	68.60	70.45	72.30

**SALARY TABLE 2012-ON**  
**INCORPORATING A LOCALITY PAYMENT OF 14.16%**  
**OTHER NONFOREIGN AREAS AS DEFINED IN 5 CFR PART 591**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**EFFECTIVE JANUARY 2012**

*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	\$ 9.74	\$ 10.06	\$ 10.39	\$ 10.71	\$ 11.03	\$ 11.22	\$ 11.54	\$ 11.87	\$ 11.88	\$ 12.18
	O	14.61	15.09	15.59	16.07	16.55	16.83	17.31	17.81	17.82	18.27
2	B	10.95	11.21	11.57	11.88	12.01	12.37	12.72	13.07	13.43	13.78
	O	16.43	16.82	17.36	17.82	18.02	18.56	19.08	19.61	20.15	20.67
3	B	11.95	12.34	12.74	13.14	13.54	13.94	14.34	14.73	15.13	15.53
	O	17.93	18.51	19.11	19.71	20.31	20.91	21.51	22.10	22.70	23.30
4	B	13.41	13.86	14.31	14.75	15.20	15.65	16.09	16.54	16.99	17.43
	O	20.12	20.79	21.47	22.13	22.80	23.48	24.14	24.81	25.49	26.15
5	B	15.00	15.51	16.00	16.50	17.00	17.50	18.00	18.50	19.00	19.50
	O	22.50	23.27	24.00	24.75	25.50	26.25	27.00	27.75	28.50	29.25
6	B	16.73	17.28	17.84	18.40	18.96	19.51	20.07	20.63	21.18	21.74
	O	25.10	25.92	26.76	27.60	28.44	29.27	30.11	30.95	31.77	32.61
7	B	18.59	19.21	19.83	20.45	21.07	21.69	22.31	22.92	23.54	24.16
	O	27.89	28.82	29.75	30.68	31.61	32.54	33.47	34.38	35.31	36.24
8	B	20.58	21.27	21.96	22.64	23.33	24.01	24.70	25.39	26.07	26.76
	O	30.87	31.91	32.94	33.96	35.00	36.02	37.05	37.56	37.56	37.56
9	B	22.74	23.49	24.25	25.01	25.77	26.52	27.28	28.04	28.80	29.55
	O	34.11	35.24	36.38	37.52	37.56	37.56	37.56	37.56	37.56	37.56
10	B	25.04	25.87	26.71	27.54	28.38	29.21	30.05	30.88	31.71	32.55
	O	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56
11	B	27.51	28.42	29.34	30.26	31.17	32.09	33.01	33.92	34.84	35.76
	O	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56
12	B	32.97	34.07	35.17	36.27	37.37	38.46	39.56	40.66	41.76	42.86
	O	37.56	37.56	37.56	37.56	37.56	38.46	39.56	40.66	41.76	42.86
13	B	39.21	40.51	41.82	43.13	44.43	45.74	47.05	48.35	49.66	50.97
	O	39.21	40.51	41.82	43.13	44.43	45.74	47.05	48.35	49.66	50.97
14	B	46.33	47.87	49.42	50.96	52.51	54.05	55.60	57.14	58.68	60.23
	O	46.33	47.87	49.42	50.96	52.51	54.05	55.60	57.14	58.68	60.23
15	B	54.50	56.31	58.13	59.95	61.76	63.58	65.40	67.21	69.03	70.85
	O	54.50	56.31	58.13	59.95	61.76	63.58	65.40	67.21	69.03	70.85