

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

**EFFECTIVE JANUARY 2012**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
1	\$ 17,803	\$ 18,398	\$ 18,990	\$ 19,579	\$ 20,171	\$ 20,519	\$ 21,104	\$ 21,694	\$ 21,717	\$ 22,269	VARIES
2	20,017	20,493	21,155	21,717	21,961	22,607	23,253	23,899	24,545	25,191	VARIES
3	21,840	22,568	23,296	24,024	24,752	25,480	26,208	26,936	27,664	28,392	728
4	24,518	25,335	26,152	26,969	27,786	28,603	29,420	30,237	31,054	31,871	817
5	27,431	28,345	29,259	30,173	31,087	32,001	32,915	33,829	34,743	35,657	914
6	30,577	31,596	32,615	33,634	34,653	35,672	36,691	37,710	38,729	39,748	1019
7	33,979	35,112	36,245	37,378	38,511	39,644	40,777	41,910	43,043	44,176	1133
8	37,631	38,885	40,139	41,393	42,647	43,901	45,155	46,409	47,663	48,917	1254
9	41,563	42,948	44,333	45,718	47,103	48,488	49,873	51,258	52,643	54,028	1385
10	45,771	47,297	48,823	50,349	51,875	53,401	54,927	56,453	57,979	59,505	1526
11	50,287	51,963	53,639	55,315	56,991	58,667	60,343	62,019	63,695	65,371	1676
12	60,274	62,283	64,292	66,301	68,310	70,319	72,328	74,337	76,346	78,355	2009
13	71,674	74,063	76,452	78,841	81,230	83,619	86,008	88,397	90,786	93,175	2389
14	84,697	87,520	90,343	93,166	95,989	98,812	101,635	104,458	107,281	110,104	2823
15	99,628	102,949	106,270	109,591	112,912	116,233	119,554	122,875	126,196	129,517	3321

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,237	\$ 21,947	\$ 22,653	\$ 23,356	\$ 24,062	\$ 24,477	\$ 25,175	\$ 25,879	\$ 25,906	\$ 26,565
2	23,878	24,446	25,236	25,906	26,197	26,968	27,739	28,509	29,280	30,050
3	26,053	26,921	27,790	28,658	29,527	30,395	31,264	32,132	33,000	33,869
4	29,248	30,222	31,197	32,171	33,146	34,121	35,095	36,070	37,044	38,019
5	32,722	33,813	34,903	35,993	37,084	38,174	39,264	40,355	41,445	42,535
6	36,475	37,691	38,906	40,122	41,338	42,553	43,769	44,984	46,200	47,415
7	40,534	41,885	43,237	44,588	45,940	47,291	48,643	49,994	51,346	52,698
8	44,890	46,386	47,882	49,378	50,874	52,370	53,865	55,361	56,857	58,353
9	49,581	51,233	52,885	54,537	56,189	57,841	59,494	61,146	62,798	64,450
10	54,600	56,421	58,241	60,061	61,882	63,702	65,522	67,343	69,163	70,984
11	59,987	61,987	63,986	65,985	67,985	69,984	71,983	73,982	75,982	77,981
12	71,901	74,297	76,694	79,090	81,487	83,884	86,280	88,677	91,073	93,470
13	85,500	88,350	91,200	94,049	96,899	99,749	102,599	105,449	108,299	111,148
14	101,035	104,403	107,770	111,138	114,505	117,873	121,240	124,608	127,976	131,343
15	118,846	122,808	126,769	130,731	134,693	138,654	142,616	146,578	150,539	154,501

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,218	\$ 22,961	\$ 23,700	\$ 24,435	\$ 25,173	\$ 25,608	\$ 26,338	\$ 27,074	\$ 27,103	\$ 27,792
2	24,981	25,575	26,401	27,103	27,407	28,214	29,020	29,826	30,632	31,438
3	27,256	28,165	29,073	29,982	30,890	31,799	32,708	33,616	34,525	35,433
4	30,598	31,618	32,638	33,657	34,677	35,697	36,716	37,736	38,755	39,775
5	34,234	35,375	36,515	37,656	38,797	39,937	41,078	42,219	43,359	44,500
6	38,160	39,432	40,704	41,975	43,247	44,519	45,790	47,062	48,334	49,606
7	42,406	43,820	45,234	46,648	48,062	49,476	50,890	52,304	53,718	55,132
8	46,963	48,528	50,093	51,658	53,223	54,788	56,353	57,918	59,483	61,048
9	51,871	53,599	55,328	57,056	58,785	60,513	62,242	63,970	65,698	67,427
10	57,122	59,027	60,931	62,836	64,740	66,644	68,549	70,453	72,358	74,262
11	62,758	64,850	66,941	69,033	71,125	73,216	75,308	77,400	79,491	81,583
12	75,222	77,729	80,236	82,744	85,251	87,758	90,265	92,773	95,280	97,787
13	89,449	92,431	95,412	98,394	101,375	104,357	107,338	110,319	113,301	116,282
14	105,702	109,225	112,748	116,271	119,794	123,317	126,840	130,364	133,887	137,410
15	124,336	128,480	132,625	136,770	140,914	145,059	149,203	153,348	155,500 *	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,826	\$ 21,522	\$ 22,215	\$ 22,904	\$ 23,596	\$ 24,003	\$ 24,687	\$ 25,378	\$ 25,405	\$ 26,050
2	23,416	23,973	24,747	25,405	25,690	26,446	27,201	27,957	28,713	29,468
3	25,548	26,400	27,252	28,103	28,955	29,807	30,658	31,510	32,361	33,213
4	28,681	29,637	30,593	31,548	32,504	33,460	34,416	35,371	36,327	37,283
5	32,089	33,158	34,227	35,296	36,366	37,435	38,504	39,573	40,642	41,712
6	35,769	36,961	38,153	39,345	40,537	41,729	42,921	44,113	45,305	46,497
7	39,749	41,074	42,399	43,725	45,050	46,376	47,701	49,026	50,352	51,677
8	44,021	45,488	46,955	48,422	49,888	51,355	52,822	54,289	55,756	57,223
9	48,620	50,241	51,861	53,481	55,101	56,721	58,341	59,962	61,582	63,202
10	53,543	55,328	57,113	58,898	60,683	62,468	64,254	66,039	67,824	69,609
11	58,826	60,786	62,747	64,707	66,668	68,629	70,589	72,550	74,510	76,471
12	70,509	72,859	75,209	77,559	79,909	82,259	84,609	86,959	89,310	91,660
13	83,844	86,639	89,434	92,228	95,023	97,818	100,612	103,407	106,201	108,996
14	99,079	102,381	105,683	108,986	112,288	115,590	118,893	122,195	125,497	128,800
15	116,545	120,430	124,315	128,200	132,084	135,969	139,854	143,739	147,624	151,509

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,272	\$ 23,016	\$ 23,756	\$ 24,493	\$ 25,234	\$ 25,669	\$ 26,401	\$ 27,139	\$ 27,168	\$ 27,859
2	25,041	25,637	26,465	27,168	27,473	28,281	29,090	29,898	30,706	31,514
3	27,322	28,233	29,143	30,054	30,965	31,875	32,786	33,697	34,608	35,518
4	30,672	31,694	32,716	33,738	34,760	35,782	36,804	37,826	38,849	39,871
5	34,316	35,460	36,603	37,746	38,890	40,033	41,177	42,320	43,463	44,607
6	38,252	39,527	40,801	42,076	43,351	44,626	45,900	47,175	48,450	49,725
7	42,508	43,925	45,342	46,760	48,177	49,595	51,012	52,429	53,847	55,264
8	47,076	48,645	50,214	51,783	53,351	54,920	56,489	58,058	59,626	61,195
9	51,995	53,728	55,461	57,193	58,926	60,658	62,391	64,124	65,856	67,589
10	57,260	59,169	61,078	62,987	64,896	66,805	68,714	70,623	72,532	74,441
11	62,909	65,006	67,102	69,199	71,296	73,392	75,489	77,586	79,682	81,779
12	75,403	77,916	80,429	82,943	85,456	87,969	90,482	92,996	95,509	98,022
13	89,664	92,653	95,641	98,630	101,619	104,607	107,596	110,585	113,573	116,562
14	105,956	109,488	113,019	116,551	120,082	123,614	127,145	130,677	134,209	137,740
15	124,635	128,789	132,944	137,098	141,253	145,407	149,562	153,717	155,500 *	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,105	\$ 21,811	\$ 22,513	\$ 23,211	\$ 23,913	\$ 24,325	\$ 25,019	\$ 25,718	\$ 25,746	\$ 26,400
2	23,730	24,294	25,079	25,746	26,035	26,801	27,566	28,332	29,098	29,864
3	25,891	26,754	27,617	28,480	29,343	30,207	31,070	31,933	32,796	33,659
4	29,066	30,035	31,003	31,972	32,940	33,909	34,877	35,846	36,815	37,783
5	32,519	33,603	34,687	35,770	36,854	37,937	39,021	40,104	41,188	42,271
6	36,249	37,457	38,665	39,873	41,081	42,289	43,497	44,705	45,913	47,121
7	40,282	41,625	42,968	44,312	45,655	46,998	48,341	49,684	51,027	52,371
8	44,612	46,098	47,585	49,071	50,558	52,045	53,531	55,018	56,504	57,991
9	49,273	50,915	52,557	54,199	55,841	57,483	59,124	60,766	62,408	64,050
10	54,262	56,071	57,880	59,689	61,498	63,307	65,116	66,925	68,734	70,543
11	59,615	61,602	63,589	65,576	67,563	69,550	71,537	73,524	75,510	77,497
12	71,455	73,836	76,218	78,600	80,982	83,363	85,745	88,127	90,508	92,890
13	84,970	87,802	90,634	93,466	96,298	99,130	101,962	104,795	107,627	110,459
14	100,408	103,755	107,102	110,448	113,795	117,142	120,488	123,835	127,182	130,528
15	118,109	122,046	125,983	129,920	133,857	137,794	141,731	145,668	149,605	153,542

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,129	\$ 21,835	\$ 22,537	\$ 23,236	\$ 23,939	\$ 24,352	\$ 25,046	\$ 25,746	\$ 25,774	\$ 26,429
2	23,756	24,321	25,107	25,774	26,063	26,830	27,597	28,363	29,130	29,897
3	25,920	26,784	27,648	28,512	29,376	30,240	31,104	31,968	32,832	33,696
4	29,098	30,068	31,037	32,007	32,976	33,946	34,916	35,885	36,855	37,825
5	32,555	33,640	34,725	35,809	36,894	37,979	39,064	40,148	41,233	42,318
6	36,289	37,498	38,707	39,917	41,126	42,336	43,545	44,754	45,964	47,173
7	40,326	41,671	43,016	44,360	45,705	47,049	48,394	49,739	51,083	52,428
8	44,660	46,149	47,637	49,125	50,613	52,102	53,590	55,078	56,566	58,055
9	49,327	50,971	52,614	54,258	55,902	57,546	59,189	60,833	62,477	64,120
10	54,321	56,132	57,943	59,754	61,565	63,376	65,187	66,998	68,809	70,621
11	59,681	61,670	63,659	65,648	67,637	69,626	71,615	73,604	75,593	77,582
12	71,533	73,917	76,302	78,686	81,070	83,455	85,839	88,223	90,607	92,992
13	85,063	87,898	90,733	93,568	96,404	99,239	102,074	104,910	107,745	110,580
14	100,518	103,869	107,219	110,569	113,920	117,270	120,620	123,971	127,321	130,671
15	118,239	122,180	126,121	130,063	134,004	137,945	141,887	145,828	149,769	153,711

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,858	\$ 21,555	\$ 22,249	\$ 22,939	\$ 23,632	\$ 24,040	\$ 24,725	\$ 25,417	\$ 25,444	\$ 26,090
2	23,452	24,010	24,785	25,444	25,730	26,486	27,243	28,000	28,757	29,514
3	25,588	26,441	27,294	28,147	28,999	29,852	30,705	31,558	32,411	33,264
4	28,725	29,682	30,640	31,597	32,554	33,511	34,468	35,426	36,383	37,340
5	32,138	33,209	34,280	35,351	36,422	37,492	38,563	39,634	40,705	41,776
6	35,824	37,018	38,212	39,406	40,599	41,793	42,987	44,181	45,375	46,569
7	39,810	41,137	42,465	43,792	45,119	46,447	47,774	49,102	50,429	51,757
8	44,088	45,558	47,027	48,496	49,965	51,434	52,904	54,373	55,842	57,311
9	48,695	50,318	51,941	53,563	55,186	56,809	58,431	60,054	61,677	63,299
10	53,625	55,413	57,201	58,989	60,777	62,565	64,352	66,140	67,928	69,716
11	58,916	60,880	62,843	64,807	66,771	68,734	70,698	72,661	74,625	76,589
12	70,617	72,971	75,325	77,678	80,032	82,386	84,739	87,093	89,447	91,801
13	83,973	86,772	89,571	92,370	95,169	97,968	100,767	103,566	106,365	109,164
14	99,231	102,538	105,846	109,153	112,461	115,768	119,076	122,383	125,690	128,998
15	116,724	120,615	124,506	128,397	132,288	136,179	140,069	143,960	147,851	151,742



**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,483	\$ 22,201	\$ 22,915	\$ 23,626	\$ 24,340	\$ 24,760	\$ 25,466	\$ 26,178	\$ 26,206	\$ 26,872
2	24,155	24,729	25,528	26,206	26,500	27,280	28,059	28,839	29,618	30,398
3	26,354	27,233	28,111	28,990	29,868	30,747	31,625	32,504	33,382	34,261
4	29,586	30,572	31,558	32,543	33,529	34,515	35,501	36,487	37,473	38,459
5	33,101	34,204	35,307	36,410	37,513	38,616	39,719	40,821	41,924	43,027
6	36,897	38,127	39,357	40,586	41,816	43,045	44,275	45,505	46,734	47,964
7	41,002	42,370	43,737	45,104	46,471	47,838	49,206	50,573	51,940	53,307
8	45,409	46,923	48,436	49,949	51,462	52,975	54,489	56,002	57,515	59,028
9	50,154	51,825	53,497	55,168	56,839	58,510	60,182	61,853	63,524	65,196
10	55,232	57,073	58,915	60,756	62,598	64,439	66,280	68,122	69,963	71,805
11	60,681	62,704	64,726	66,749	68,771	70,793	72,816	74,838	76,861	78,883
12	72,733	75,157	77,581	80,005	82,430	84,854	87,278	89,702	92,127	94,551
13	86,489	89,372	92,255	95,137	98,020	100,903	103,786	106,669	109,551	112,434
14	102,204	105,610	109,017	112,423	115,830	119,236	122,643	126,049	129,456	132,862
15	120,221	124,229	128,236	132,243	136,251	140,258	144,266	148,273	152,281	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,694	\$ 21,386	\$ 22,074	\$ 22,759	\$ 23,447	\$ 23,851	\$ 24,531	\$ 25,217	\$ 25,244	\$ 25,885
2	23,268	23,821	24,591	25,244	25,527	26,278	27,029	27,780	28,531	29,282
3	25,387	26,233	27,079	27,925	28,772	29,618	30,464	31,310	32,157	33,003
4	28,500	29,449	30,399	31,349	32,298	33,248	34,198	35,147	36,097	37,047
5	31,886	32,948	34,011	35,073	36,136	37,198	38,260	39,323	40,385	41,448
6	35,543	36,727	37,912	39,096	40,281	41,465	42,650	43,834	45,019	46,203
7	39,497	40,814	42,131	43,448	44,765	46,082	47,399	48,716	50,033	51,350
8	43,742	45,200	46,658	48,115	49,573	51,031	52,488	53,946	55,403	56,861
9	48,313	49,923	51,533	53,143	54,753	56,362	57,972	59,582	61,192	62,802
10	53,204	54,978	56,752	58,526	60,300	62,073	63,847	65,621	67,395	69,169
11	58,454	60,402	62,350	64,298	66,246	68,195	70,143	72,091	74,039	75,987
12	70,062	72,398	74,733	77,068	79,404	81,739	84,074	86,409	88,745	91,080
13	83,314	86,091	88,868	91,645	94,422	97,199	99,976	102,753	105,530	108,307
14	98,452	101,733	105,015	108,296	111,578	114,859	118,141	121,422	124,703	127,985
15	115,808	119,668	123,528	127,389	131,249	135,109	138,970	142,830	146,690	150,551

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,812	\$ 22,541	\$ 23,267	\$ 23,988	\$ 24,714	\$ 25,140	\$ 25,857	\$ 26,579	\$ 26,608	\$ 27,284
2	24,525	25,108	25,919	26,608	26,907	27,698	28,490	29,281	30,073	30,864
3	26,758	27,650	28,542	29,434	30,326	31,218	32,110	33,002	33,894	34,786
4	30,039	31,040	32,041	33,042	34,043	35,044	36,045	37,046	38,047	39,048
5	33,608	34,728	35,848	36,968	38,088	39,208	40,327	41,447	42,567	43,687
6	37,463	38,711	39,960	41,208	42,457	43,705	44,954	46,202	47,451	48,699
7	41,631	43,019	44,407	45,796	47,184	48,572	49,960	51,348	52,736	54,124
8	46,106	47,642	49,178	50,715	52,251	53,788	55,324	56,860	58,397	59,933
9	50,923	52,620	54,317	56,014	57,711	59,407	61,104	62,801	64,498	66,195
10	56,079	57,948	59,818	61,688	63,557	65,427	67,297	69,166	71,036	72,906
11	61,612	63,665	65,719	67,772	69,825	71,879	73,932	75,986	78,039	80,093
12	73,848	76,309	78,771	81,232	83,693	86,155	88,616	91,078	93,539	96,001
13	87,815	90,742	93,669	96,596	99,523	102,450	105,377	108,304	111,231	114,158
14	103,771	107,230	110,688	114,147	117,606	121,064	124,523	127,982	131,441	134,899
15	122,064	126,133	130,202	134,271	138,340	142,409	146,478	150,546	154,615	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,092	\$ 22,830	\$ 23,565	\$ 24,296	\$ 25,030	\$ 25,462	\$ 26,188	\$ 26,920	\$ 26,949	\$ 27,634
2	24,839	25,430	26,251	26,949	27,251	28,053	28,855	29,656	30,458	31,260
3	27,101	28,005	28,908	29,811	30,715	31,618	32,522	33,425	34,328	35,232
4	30,424	31,438	32,452	33,466	34,480	35,493	36,507	37,521	38,535	39,549
5	34,039	35,173	36,307	37,442	38,576	39,710	40,844	41,978	43,113	44,247
6	37,943	39,207	40,472	41,736	43,001	44,265	45,530	46,794	48,059	49,323
7	42,165	43,570	44,976	46,382	47,788	49,194	50,600	52,006	53,412	54,818
8	46,696	48,252	49,808	51,365	52,921	54,477	56,033	57,589	59,145	60,701
9	51,576	53,294	55,013	56,731	58,450	60,169	61,887	63,606	65,325	67,043
10	56,797	58,691	60,584	62,478	64,372	66,265	68,159	70,053	71,946	73,840
11	62,401	64,481	66,561	68,640	70,720	72,800	74,880	76,959	79,039	81,119
12	74,794	77,287	79,780	82,273	84,766	87,259	89,752	92,245	94,738	97,231
13	88,940	91,905	94,869	97,834	100,798	103,763	106,727	109,692	112,656	115,621
14	105,101	108,604	112,107	115,610	119,113	122,616	126,119	129,622	133,125	136,628
15	123,628	127,749	131,870	135,991	140,113	144,234	148,355	152,476	155,500 *	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,400	\$ 23,148	\$ 23,893	\$ 24,634	\$ 25,379	\$ 25,817	\$ 26,553	\$ 27,295	\$ 27,324	\$ 28,019
2	25,185	25,784	26,617	27,324	27,631	28,444	29,257	30,070	30,883	31,695
3	27,479	28,395	29,311	30,227	31,143	32,059	32,975	33,891	34,807	35,723
4	30,849	31,876	32,904	33,932	34,960	35,988	37,016	38,044	39,072	40,100
5	34,514	35,664	36,814	37,964	39,114	40,264	41,414	42,564	43,714	44,864
6	38,472	39,754	41,036	42,318	43,600	44,883	46,165	47,447	48,729	50,011
7	42,752	44,178	45,603	47,029	48,455	49,880	51,306	52,731	54,157	55,582
8	47,347	48,925	50,503	52,081	53,658	55,236	56,814	58,392	59,970	61,547
9	52,295	54,037	55,780	57,522	59,265	61,008	62,750	64,493	66,235	67,978
10	57,589	59,509	61,429	63,349	65,269	67,189	69,109	71,029	72,949	74,869
11	63,271	65,380	67,489	69,597	71,706	73,815	75,924	78,032	80,141	82,250
12	75,837	78,364	80,892	83,420	85,948	88,475	91,003	93,531	96,059	98,586
13	90,180	93,186	96,192	99,198	102,204	105,209	108,215	111,221	114,227	117,233
14	106,566	110,118	113,670	117,221	120,773	124,325	127,877	131,429	134,981	138,533
15	125,352	129,530	133,709	137,887	142,066	146,244	150,423	154,601	155,500 *	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,914	\$ 23,680	\$ 24,442	\$ 25,200	\$ 25,962	\$ 26,410	\$ 27,163	\$ 27,922	\$ 27,952	\$ 28,662
2	25,764	26,377	27,229	27,952	28,266	29,097	29,929	30,760	31,592	32,423
3	28,110	29,047	29,984	30,921	31,858	32,795	33,732	34,669	35,606	36,543
4	31,557	32,609	33,660	34,712	35,763	36,815	37,866	38,918	39,970	41,021
5	35,306	36,483	37,659	38,836	40,012	41,188	42,365	43,541	44,718	45,894
6	39,356	40,667	41,979	43,290	44,602	45,913	47,225	48,537	49,848	51,160
7	43,734	45,193	46,651	48,109	49,568	51,026	52,484	53,942	55,401	56,859
8	48,435	50,049	51,663	53,277	54,891	56,505	58,119	59,733	61,347	62,961
9	53,496	55,278	57,061	58,844	60,626	62,409	64,192	65,974	67,757	69,539
10	58,912	60,876	62,840	64,804	66,768	68,732	70,697	72,661	74,625	76,589
11	64,724	66,882	69,039	71,196	73,353	75,510	77,667	79,825	81,982	84,139
12	77,579	80,164	82,750	85,336	87,922	90,508	93,093	95,679	98,265	100,851
13	92,252	95,326	98,401	101,476	104,551	107,626	110,701	113,776	116,851	119,926
14	109,014	112,647	116,280	119,914	123,547	127,181	130,814	134,448	138,081	141,715
15	128,231	132,506	136,780	141,055	145,329	149,603	153,878	155,500 *	155,500 *	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,655	\$ 21,345	\$ 22,032	\$ 22,716	\$ 23,402	\$ 23,806	\$ 24,485	\$ 25,169	\$ 25,196	\$ 25,836
2	23,224	23,776	24,544	25,196	25,479	26,229	26,978	27,728	28,477	29,227
3	25,339	26,183	27,028	27,873	28,717	29,562	30,407	31,251	32,096	32,940
4	28,446	29,394	30,342	31,289	32,237	33,185	34,133	35,081	36,029	36,977
5	31,825	32,886	33,946	35,007	36,067	37,128	38,188	39,248	40,309	41,369
6	35,475	36,658	37,840	39,022	40,204	41,387	42,569	43,751	44,933	46,116
7	39,422	40,737	42,051	43,366	44,680	45,995	47,309	48,624	49,938	51,253
8	43,659	45,114	46,569	48,024	49,479	50,934	52,389	53,844	55,299	56,754
9	48,221	49,828	51,435	53,042	54,649	56,256	57,863	59,470	61,076	62,683
10	53,104	54,874	56,644	58,415	60,185	61,956	63,726	65,497	67,267	69,038
11	58,343	60,287	62,232	64,176	66,121	68,065	70,010	71,954	73,899	75,843
12	69,930	72,261	74,592	76,922	79,253	81,584	83,915	86,246	88,577	90,907
13	83,156	85,928	88,700	91,471	94,243	97,015	99,786	102,558	105,330	108,102
14	98,265	101,541	104,816	108,091	111,366	114,642	117,917	121,192	124,467	127,743
15	115,588	119,441	123,294	127,147	131,001	134,854	138,707	142,560	146,413	150,266

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,416	\$ 21,099	\$ 21,778	\$ 22,453	\$ 23,132	\$ 23,531	\$ 24,202	\$ 24,879	\$ 24,905	\$ 25,538
2	22,955	23,501	24,261	24,905	25,185	25,926	26,667	27,407	28,148	28,889
3	25,046	25,881	26,716	27,551	28,386	29,220	30,055	30,890	31,725	32,560
4	28,117	29,054	29,991	30,928	31,865	32,802	33,739	34,676	35,613	36,550
5	31,458	32,506	33,554	34,602	35,651	36,699	37,747	38,795	39,843	40,891
6	35,066	36,234	37,403	38,571	39,740	40,909	42,077	43,246	44,414	45,583
7	38,967	40,266	41,566	42,865	44,164	45,464	46,763	48,062	49,362	50,661
8	43,155	44,593	46,031	47,469	48,908	50,346	51,784	53,222	54,660	56,098
9	47,664	49,253	50,841	52,429	54,018	55,606	57,194	58,783	60,371	61,959
10	52,490	54,240	55,990	57,740	59,490	61,240	62,990	64,740	66,490	68,240
11	57,669	59,591	61,513	63,435	65,357	67,279	69,201	71,123	73,045	74,967
12	69,122	71,426	73,730	76,034	78,338	80,642	82,946	85,250	87,554	89,858
13	82,196	84,935	87,675	90,415	93,155	95,894	98,634	101,374	104,113	106,853
14	97,131	100,368	103,605	106,843	110,080	113,318	116,555	119,792	123,030	126,267
15	114,253	118,062	121,870	125,679	129,487	133,296	137,105	140,913	144,722	148,530



**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,638	\$ 23,395	\$ 24,148	\$ 24,897	\$ 25,649	\$ 26,092	\$ 26,836	\$ 27,586	\$ 27,615	\$ 28,317
2	25,454	26,059	26,901	27,615	27,926	28,747	29,569	30,390	31,211	32,033
3	27,772	28,697	29,623	30,549	31,475	32,400	33,326	34,252	35,178	36,103
4	31,177	32,216	33,255	34,294	35,333	36,372	37,410	38,449	39,488	40,527
5	34,881	36,044	37,206	38,368	39,530	40,692	41,855	43,017	44,179	45,341
6	38,882	40,177	41,473	42,769	44,065	45,361	46,656	47,952	49,248	50,544
7	43,208	44,648	46,089	47,530	48,971	50,411	51,852	53,293	54,733	56,174
8	47,852	49,446	51,041	52,635	54,230	55,825	57,419	59,014	60,608	62,203
9	52,852	54,613	56,374	58,135	59,896	61,657	63,419	65,180	66,941	68,702
10	58,202	60,143	62,083	64,024	65,964	67,905	69,845	71,786	73,726	75,667
11	63,945	66,076	68,207	70,339	72,470	74,601	76,732	78,863	80,995	83,126
12	76,644	79,199	81,754	84,308	86,863	89,418	91,972	94,527	97,082	99,636
13	91,141	94,179	97,216	100,254	103,292	106,330	109,368	112,406	115,443	118,481
14	107,701	111,290	114,880	118,470	122,060	125,649	129,239	132,829	136,419	140,008
15	126,687	130,910	135,133	139,356	143,579	147,802	152,025	155,500 *	155,500 *	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,504	\$ 22,223	\$ 22,938	\$ 23,649	\$ 24,365	\$ 24,785	\$ 25,492	\$ 26,204	\$ 26,232	\$ 26,899
2	24,179	24,753	25,553	26,232	26,527	27,307	28,087	28,868	29,648	30,428
3	26,381	27,260	28,139	29,019	29,898	30,777	31,657	32,536	33,415	34,295
4	29,615	30,602	31,589	32,576	33,563	34,550	35,536	36,523	37,510	38,497
5	33,134	34,238	35,342	36,446	37,550	38,654	39,758	40,862	41,966	43,070
6	36,934	38,165	39,396	40,627	41,857	43,088	44,319	45,550	46,781	48,012
7	41,043	42,412	43,780	45,149	46,517	47,886	49,255	50,623	51,992	53,360
8	45,454	46,969	48,484	49,999	51,513	53,028	54,543	56,057	57,572	59,087
9	50,204	51,877	53,550	55,223	56,896	58,569	60,242	61,915	63,587	65,260
10	55,287	57,130	58,973	60,817	62,660	64,503	66,346	68,190	70,033	71,876
11	60,742	62,766	64,791	66,815	68,839	70,864	72,888	74,913	76,937	78,962
12	72,805	75,232	77,658	80,085	82,512	84,938	87,365	89,792	92,218	94,645
13	86,575	89,461	92,346	95,232	98,118	101,003	103,889	106,775	109,660	112,546
14	102,306	105,715	109,125	112,535	115,945	119,355	122,765	126,175	129,585	132,995
15	120,341	124,352	128,364	132,375	136,386	140,398	144,409	148,421	152,432	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,025	\$ 21,728	\$ 22,427	\$ 23,123	\$ 23,822	\$ 24,233	\$ 24,924	\$ 25,621	\$ 25,648	\$ 26,300
2	23,640	24,202	24,984	25,648	25,936	26,699	27,462	28,225	28,988	29,751
3	25,793	26,653	27,513	28,372	29,232	30,092	30,952	31,811	32,671	33,531
4	28,956	29,921	30,886	31,850	32,815	33,780	34,745	35,710	36,675	37,640
5	32,396	33,475	34,555	35,634	36,714	37,793	38,873	39,952	41,031	42,111
6	36,111	37,315	38,518	39,722	40,925	42,129	43,332	44,536	45,739	46,942
7	40,129	41,467	42,805	44,143	45,481	46,820	48,158	49,496	50,834	52,172
8	44,442	45,923	47,404	48,885	50,366	51,847	53,328	54,809	56,290	57,771
9	49,086	50,722	52,357	53,993	55,629	57,264	58,900	60,536	62,171	63,807
10	54,056	55,858	57,660	59,462	61,264	63,067	64,869	66,671	68,473	70,275
11	59,389	61,368	63,348	65,327	67,306	69,286	71,265	73,244	75,224	77,203
12	71,184	73,556	75,929	78,301	80,674	83,047	85,419	87,792	90,165	92,537
13	84,647	87,468	90,290	93,111	95,933	98,754	101,575	104,397	107,218	110,040
14	100,027	103,361	106,695	110,029	113,363	116,697	120,031	123,365	126,699	130,033
15	117,661	121,583	125,505	129,427	133,349	137,271	141,193	145,115	149,037	152,960

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,535	\$ 22,254	\$ 22,970	\$ 23,683	\$ 24,399	\$ 24,820	\$ 25,527	\$ 26,241	\$ 26,269	\$ 26,937
2	24,213	24,788	25,589	26,269	26,564	27,345	28,127	28,908	29,690	30,471
3	26,418	27,298	28,179	29,059	29,940	30,821	31,701	32,582	33,462	34,343
4	29,657	30,645	31,633	32,622	33,610	34,598	35,586	36,575	37,563	38,551
5	33,181	34,286	35,392	36,497	37,603	38,708	39,814	40,920	42,025	43,131
6	36,986	38,219	39,451	40,684	41,916	43,149	44,381	45,614	46,847	48,079
7	41,101	42,471	43,842	45,212	46,583	47,953	49,324	50,694	52,065	53,435
8	45,518	47,035	48,552	50,069	51,586	53,103	54,619	56,136	57,653	59,170
9	50,275	51,950	53,625	55,300	56,976	58,651	60,326	62,002	63,677	65,352
10	55,365	57,210	59,056	60,902	62,748	64,594	66,440	68,286	70,131	71,977
11	60,827	62,854	64,882	66,909	68,936	70,964	72,991	75,018	77,045	79,073
12	72,907	75,338	77,768	80,198	82,628	85,058	87,488	89,918	92,348	94,778
13	86,697	89,587	92,476	95,366	98,256	101,146	104,035	106,925	109,815	112,704
14	102,449	105,864	109,279	112,694	116,108	119,523	122,938	126,352	129,767	133,182
15	120,510	124,527	128,544	132,561	136,578	140,595	144,613	148,630	152,647	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,916	\$ 23,682	\$ 24,444	\$ 25,202	\$ 25,964	\$ 26,412	\$ 27,165	\$ 27,925	\$ 27,954	\$ 28,665
2	25,766	26,379	27,231	27,954	28,268	29,100	29,931	30,763	31,594	32,426
3	28,112	29,050	29,987	30,924	31,861	32,798	33,735	34,672	35,609	36,546
4	31,560	32,611	33,663	34,714	35,766	36,818	37,869	38,921	39,973	41,024
5	35,309	36,486	37,662	38,839	40,015	41,192	42,368	43,545	44,721	45,898
6	39,359	40,670	41,982	43,294	44,605	45,917	47,229	48,540	49,852	51,164
7	43,738	45,196	46,655	48,113	49,571	51,030	52,488	53,947	55,405	56,863
8	48,439	50,053	51,667	53,281	54,895	56,509	58,124	59,738	61,352	62,966
9	53,500	55,283	57,065	58,848	60,631	62,414	64,197	65,979	67,762	69,545
10	58,916	60,881	62,845	64,809	66,774	68,738	70,702	72,666	74,631	76,595
11	64,729	66,887	69,044	71,201	73,359	75,516	77,674	79,831	81,988	84,146
12	77,585	80,171	82,757	85,343	87,929	90,515	93,101	95,687	98,273	100,859
13	92,259	95,334	98,409	101,484	104,559	107,634	110,709	113,785	116,860	119,935
14	109,022	112,656	116,290	119,923	123,557	127,191	130,825	134,458	138,092	141,726
15	128,241	132,516	136,791	141,066	145,340	149,615	153,890	155,500 *	155,500 *	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,682	\$ 22,407	\$ 23,128	\$ 23,845	\$ 24,566	\$ 24,990	\$ 25,703	\$ 26,421	\$ 26,449	\$ 27,121
2	24,379	24,958	25,765	26,449	26,746	27,533	28,320	29,107	29,893	30,680
3	26,599	27,486	28,372	29,259	30,145	31,032	31,919	32,805	33,692	34,579
4	29,860	30,855	31,851	32,846	33,841	34,836	35,831	36,826	37,821	38,816
5	33,408	34,521	35,635	36,748	37,861	38,974	40,087	41,200	42,313	43,427
6	37,240	38,481	39,722	40,963	42,204	43,445	44,686	45,927	47,168	48,409
7	41,383	42,763	44,143	45,523	46,903	48,282	49,662	51,042	52,422	53,802
8	45,831	47,358	48,885	50,413	51,940	53,467	54,994	56,522	58,049	59,576
9	50,620	52,306	53,993	55,680	57,367	59,054	60,740	62,427	64,114	65,801
10	55,745	57,603	59,462	61,320	63,179	65,037	66,896	68,754	70,613	72,471
11	61,245	63,286	65,327	67,368	69,409	71,451	73,492	75,533	77,574	79,615
12	73,408	75,854	78,301	80,748	83,195	85,642	88,088	90,535	92,982	95,429
13	87,292	90,201	93,111	96,020	98,930	101,840	104,749	107,659	110,568	113,478
14	103,152	106,591	110,029	113,467	116,905	120,343	123,781	127,219	130,658	134,096
15	121,337	125,382	129,426	133,471	137,516	141,560	145,605	149,649	153,694	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,787	\$ 21,482	\$ 22,173	\$ 22,860	\$ 23,552	\$ 23,958	\$ 24,641	\$ 25,330	\$ 25,357	\$ 26,001
2	23,372	23,928	24,701	25,357	25,642	26,396	27,150	27,904	28,659	29,413
3	25,500	26,350	27,200	28,050	28,900	29,750	30,600	31,450	32,300	33,150
4	28,627	29,581	30,535	31,489	32,443	33,397	34,351	35,305	36,259	37,213
5	32,028	33,096	34,163	35,230	36,297	37,364	38,432	39,499	40,566	41,633
6	35,702	36,891	38,081	39,271	40,461	41,651	42,840	44,030	45,220	46,410
7	39,674	40,997	42,320	43,643	44,965	46,288	47,611	48,934	50,257	51,580
8	43,938	45,402	46,866	48,330	49,795	51,259	52,723	54,187	55,651	57,115
9	48,529	50,146	51,763	53,380	54,997	56,615	58,232	59,849	61,466	63,083
10	53,442	55,224	57,006	58,787	60,569	62,351	64,133	65,915	67,696	69,478
11	58,715	60,672	62,629	64,586	66,543	68,500	70,456	72,413	74,370	76,327
12	70,376	72,722	75,067	77,413	79,759	82,104	84,450	86,796	89,142	91,487
13	83,687	86,476	89,265	92,055	94,844	97,634	100,423	103,212	106,002	108,791
14	98,892	102,188	105,484	108,781	112,077	115,373	118,669	121,965	125,261	128,557
15	116,326	120,203	124,081	127,958	131,836	135,714	139,591	143,469	147,346	151,224

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,717	\$ 21,410	\$ 22,099	\$ 22,784	\$ 23,473	\$ 23,878	\$ 24,559	\$ 25,245	\$ 25,272	\$ 25,914
2	23,294	23,848	24,618	25,272	25,556	26,308	27,060	27,811	28,563	29,315
3	25,415	26,262	27,110	27,957	28,804	29,651	30,498	31,345	32,193	33,040
4	28,532	29,482	30,433	31,384	32,335	33,285	34,236	35,187	36,138	37,088
5	31,921	32,985	34,049	35,112	36,176	37,240	38,303	39,367	40,430	41,494
6	35,582	36,768	37,954	39,140	40,326	41,512	42,697	43,883	45,069	46,255
7	39,541	40,860	42,178	43,497	44,815	46,134	47,452	48,771	50,089	51,408
8	43,791	45,250	46,710	48,169	49,628	51,088	52,547	54,006	55,465	56,925
9	48,367	49,979	51,590	53,202	54,814	56,425	58,037	59,649	61,261	62,872
10	53,264	55,040	56,815	58,591	60,367	62,143	63,919	65,694	67,470	69,246
11	58,519	60,469	62,420	64,370	66,320	68,271	70,221	72,172	74,122	76,072
12	70,141	72,479	74,817	77,154	79,492	81,830	84,168	86,506	88,844	91,182
13	83,407	86,187	88,967	91,747	94,527	97,307	100,088	102,868	105,648	108,428
14	98,562	101,847	105,132	108,417	111,702	114,988	118,273	121,558	124,843	128,128
15	115,937	119,802	123,666	127,531	131,396	135,260	139,125	142,990	146,854	150,719



**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,426	\$ 22,142	\$ 22,854	\$ 23,563	\$ 24,276	\$ 24,695	\$ 25,399	\$ 26,109	\$ 26,136	\$ 26,801
2	24,090	24,663	25,460	26,136	26,430	27,208	27,985	28,762	29,540	30,317
3	26,284	27,161	28,037	28,913	29,789	30,665	31,541	32,417	33,294	34,170
4	29,507	30,491	31,474	32,457	33,440	34,424	35,407	36,390	37,373	38,357
5	33,013	34,113	35,213	36,313	37,413	38,513	39,613	40,713	41,813	42,913
6	36,799	38,026	39,252	40,479	41,705	42,931	44,158	45,384	46,610	47,837
7	40,894	42,257	43,621	44,984	46,348	47,712	49,075	50,439	51,802	53,166
8	45,289	46,798	48,307	49,816	51,326	52,835	54,344	55,853	57,362	58,872
9	50,021	51,688	53,355	55,022	56,688	58,355	60,022	61,689	63,356	65,023
10	55,085	56,922	58,758	60,595	62,432	64,268	66,105	67,941	69,778	71,614
11	60,520	62,537	64,555	66,572	68,589	70,606	72,623	74,640	76,657	78,674
12	72,540	74,958	77,375	79,793	82,211	84,629	87,047	89,465	91,882	94,300
13	86,260	89,135	92,010	94,885	97,760	100,635	103,511	106,386	109,261	112,136
14	101,933	105,330	108,728	112,125	115,523	118,920	122,318	125,715	129,113	132,510
15	119,902	123,899	127,896	131,893	135,890	139,886	143,883	147,880	151,877	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,943	\$ 21,643	\$ 22,340	\$ 23,033	\$ 23,729	\$ 24,139	\$ 24,827	\$ 25,521	\$ 25,548	\$ 26,197
2	23,548	24,108	24,887	25,548	25,835	26,595	27,355	28,115	28,875	29,635
3	25,693	26,549	27,405	28,262	29,118	29,975	30,831	31,688	32,544	33,400
4	28,843	29,804	30,765	31,726	32,687	33,649	34,610	35,571	36,532	37,493
5	32,270	33,345	34,420	35,496	36,571	37,646	38,721	39,796	40,872	41,947
6	35,971	37,170	38,368	39,567	40,766	41,965	43,163	44,362	45,561	46,760
7	39,973	41,306	42,639	43,971	45,304	46,637	47,970	49,303	50,636	51,969
8	44,269	45,744	47,220	48,695	50,170	51,645	53,120	54,596	56,071	57,546
9	48,895	50,524	52,153	53,783	55,412	57,041	58,671	60,300	61,929	63,559
10	53,845	55,640	57,435	59,231	61,026	62,821	64,616	66,411	68,206	70,002
11	59,158	61,129	63,101	65,073	67,044	69,016	70,988	72,959	74,931	76,902
12	70,906	73,270	75,633	77,996	80,360	82,723	85,087	87,450	89,813	92,177
13	84,317	87,128	89,938	92,749	95,559	98,369	101,180	103,990	106,801	109,611
14	99,638	102,959	106,280	109,600	112,921	116,242	119,563	122,884	126,205	129,526
15	117,202	121,109	125,016	128,923	132,830	136,737	140,643	144,550	148,457	152,364

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,735	\$ 21,428	\$ 22,118	\$ 22,804	\$ 23,493	\$ 23,898	\$ 24,580	\$ 25,267	\$ 25,294	\$ 25,937
2	23,314	23,868	24,639	25,294	25,578	26,330	27,083	27,835	28,588	29,340
3	25,437	26,285	27,133	27,981	28,829	29,677	30,524	31,372	32,220	33,068
4	28,556	29,508	30,459	31,411	32,362	33,314	34,265	35,217	36,169	37,120
5	31,949	33,013	34,078	35,142	36,207	37,272	38,336	39,401	40,465	41,530
6	35,613	36,800	37,987	39,174	40,360	41,547	42,734	43,921	45,108	46,294
7	39,575	40,895	42,215	43,534	44,854	46,173	47,493	48,813	50,132	51,452
8	43,829	45,289	46,750	48,210	49,671	51,131	52,592	54,053	55,513	56,974
9	48,408	50,022	51,635	53,248	54,861	56,474	58,087	59,700	61,313	62,926
10	53,309	55,087	56,864	58,641	60,419	62,196	63,973	65,751	67,528	69,305
11	58,569	60,521	62,473	64,425	66,377	68,329	70,281	72,234	74,186	76,138
12	70,201	72,541	74,881	77,221	79,561	81,901	84,240	86,580	88,920	91,260
13	83,479	86,261	89,044	91,826	94,609	97,391	100,174	102,956	105,738	108,521
14	98,647	101,935	105,222	108,510	111,798	115,086	118,374	121,662	124,950	128,238
15	116,037	119,905	123,773	127,641	131,509	135,377	139,245	143,113	146,980	150,848

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,755	\$ 22,482	\$ 23,206	\$ 23,926	\$ 24,649	\$ 25,074	\$ 25,789	\$ 26,510	\$ 26,538	\$ 27,213
2	24,461	25,042	25,851	26,538	26,836	27,626	28,415	29,205	29,994	30,783
3	26,688	27,578	28,468	29,357	30,247	31,137	32,026	32,916	33,805	34,695
4	29,961	30,959	31,958	32,956	33,954	34,953	35,951	36,950	37,948	38,946
5	33,521	34,638	35,754	36,871	37,988	39,105	40,222	41,339	42,456	43,573
6	37,365	38,610	39,856	41,101	42,346	43,591	44,836	46,082	47,327	48,572
7	41,522	42,907	44,291	45,676	47,060	48,445	49,829	51,214	52,599	53,983
8	45,985	47,517	49,050	50,582	52,115	53,647	55,179	56,712	58,244	59,777
9	50,790	52,482	54,175	55,867	57,560	59,252	60,945	62,637	64,330	66,022
10	55,932	57,797	59,662	61,526	63,391	65,256	67,121	68,986	70,850	72,715
11	61,451	63,499	65,547	67,595	69,643	71,691	73,739	75,787	77,835	79,883
12	73,655	76,110	78,565	81,020	83,475	85,930	88,385	90,840	93,295	95,750
13	87,586	90,505	93,424	96,344	99,263	102,182	105,102	108,021	110,940	113,860
14	103,500	106,949	110,399	113,849	117,299	120,748	124,198	127,648	131,097	134,547
15	121,745	125,804	129,862	133,920	137,978	142,037	146,095	150,153	154,212	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,110	\$ 22,848	\$ 23,584	\$ 24,315	\$ 25,050	\$ 25,483	\$ 26,209	\$ 26,942	\$ 26,970	\$ 27,656
2	24,859	25,450	26,272	26,970	27,273	28,076	28,878	29,680	30,482	31,285
3	27,123	28,027	28,931	29,835	30,740	31,644	32,548	33,452	34,356	35,260
4	30,449	31,464	32,478	33,493	34,507	35,522	36,537	37,551	38,566	39,581
5	34,067	35,202	36,337	37,472	38,607	39,742	40,877	42,012	43,147	44,282
6	37,974	39,239	40,505	41,770	43,036	44,301	45,567	46,832	48,098	49,363
7	42,199	43,606	45,013	46,420	47,827	49,234	50,641	52,048	53,455	54,862
8	46,734	48,291	49,849	51,406	52,963	54,521	56,078	57,635	59,193	60,750
9	51,617	53,337	55,057	56,777	58,497	60,217	61,937	63,657	65,377	67,097
10	56,843	58,738	60,633	62,528	64,424	66,319	68,214	70,109	72,004	73,899
11	62,451	64,533	66,614	68,696	70,777	72,859	74,940	77,021	79,103	81,184
12	74,854	77,349	79,844	82,339	84,834	87,329	89,824	92,319	94,814	97,309
13	89,012	91,979	94,946	97,913	100,880	103,846	106,813	109,780	112,747	115,714
14	105,185	108,691	112,197	115,703	119,209	122,715	126,221	129,726	133,232	136,738
15	123,728	127,852	131,977	136,101	140,225	144,350	148,474	152,598	155,500 *	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,061	\$ 24,865	\$ 25,665	\$ 26,461	\$ 27,261	\$ 27,731	\$ 28,522	\$ 29,319	\$ 29,351	\$ 30,097
2	27,053	27,696	28,591	29,351	29,680	30,553	31,426	32,299	33,173	34,046
3	29,517	30,501	31,485	32,468	33,452	34,436	35,420	36,404	37,388	38,372
4	33,136	34,240	35,344	36,449	37,553	38,657	39,761	40,865	41,969	43,074
5	37,073	38,308	39,544	40,779	42,014	43,249	44,485	45,720	46,955	48,190
6	41,325	42,702	44,079	45,456	46,834	48,211	49,588	50,965	52,342	53,719
7	45,923	47,454	48,985	50,516	52,048	53,579	55,110	56,641	58,173	59,704
8	50,858	52,553	54,248	55,943	57,637	59,332	61,027	62,722	64,417	66,111
9	56,172	58,044	59,916	61,788	63,660	65,532	67,403	69,275	71,147	73,019
10	61,860	63,922	65,984	68,047	70,109	72,171	74,234	76,296	78,359	80,421
11	67,963	70,228	72,493	74,758	77,023	79,288	81,554	83,819	86,084	88,349
12	81,460	84,175	86,891	89,606	92,321	95,036	97,751	100,466	103,182	105,897
13	96,867	100,096	103,325	106,554	109,782	113,011	116,240	119,469	122,697	125,926
14	114,468	118,283	122,099	125,914	129,729	133,544	137,360	141,175	144,990	148,806
15	134,647	139,136	143,624	148,112	152,601	155,500 *	155,500 *	155,500 *	155,500 *	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,686	\$ 22,411	\$ 23,132	\$ 23,849	\$ 24,570	\$ 24,994	\$ 25,707	\$ 26,425	\$ 26,453	\$ 27,126
2	24,383	24,963	25,769	26,453	26,751	27,538	28,324	29,111	29,898	30,685
3	26,603	27,490	28,377	29,264	30,150	31,037	31,924	32,811	33,698	34,584
4	29,865	30,861	31,856	32,851	33,846	34,841	35,837	36,832	37,827	38,822
5	33,414	34,527	35,640	36,754	37,867	38,980	40,094	41,207	42,320	43,434
6	37,246	38,487	39,728	40,970	42,211	43,452	44,693	45,935	47,176	48,417
7	41,390	42,770	44,150	45,530	46,910	48,290	49,670	51,051	52,431	53,811
8	45,838	47,366	48,893	50,421	51,948	53,476	55,003	56,531	58,058	59,586
9	50,628	52,315	54,002	55,689	57,376	59,063	60,750	62,437	64,124	65,812
10	55,754	57,612	59,471	61,330	63,189	65,048	66,907	68,765	70,624	72,483
11	61,255	63,296	65,338	67,379	69,421	71,462	73,504	75,545	77,587	79,628
12	73,420	75,867	78,314	80,761	83,208	85,656	88,103	90,550	92,997	95,444
13	87,306	90,216	93,126	96,036	98,946	101,856	104,766	107,676	110,586	113,496
14	103,169	106,608	110,047	113,486	116,924	120,363	123,802	127,240	130,679	134,118
15	121,357	125,402	129,447	133,493	137,538	141,583	145,629	149,674	153,719	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,115	\$ 22,854	\$ 23,589	\$ 24,321	\$ 25,056	\$ 25,489	\$ 26,215	\$ 26,948	\$ 26,977	\$ 27,663
2	24,865	25,456	26,279	26,977	27,280	28,082	28,885	29,687	30,490	31,292
3	27,130	28,034	28,938	29,843	30,747	31,651	32,556	33,460	34,364	35,269
4	30,456	31,471	32,486	33,501	34,516	35,531	36,546	37,560	38,575	39,590
5	34,075	35,210	36,346	37,481	38,616	39,752	40,887	42,022	43,158	44,293
6	37,983	39,249	40,514	41,780	43,046	44,312	45,578	46,843	48,109	49,375
7	42,209	43,616	45,024	46,431	47,838	49,246	50,653	52,061	53,468	54,875
8	46,745	48,303	49,861	51,418	52,976	54,534	56,092	57,649	59,207	60,765
9	51,630	53,350	55,070	56,791	58,511	60,232	61,952	63,673	65,393	67,114
10	56,857	58,752	60,648	62,544	64,439	66,335	68,230	70,126	72,022	73,917
11	62,467	64,548	66,630	68,712	70,794	72,876	74,958	77,040	79,122	81,204
12	74,872	77,368	79,864	82,359	84,855	87,350	89,846	92,341	94,837	97,333
13	89,033	92,001	94,969	97,936	100,904	103,872	106,839	109,807	112,774	115,742
14	105,211	108,717	112,224	115,731	119,238	122,744	126,251	129,758	133,264	136,771
15	123,758	127,883	132,009	136,134	140,259	144,385	148,510	152,635	155,500 *	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,324	\$ 21,003	\$ 21,679	\$ 22,351	\$ 23,027	\$ 23,424	\$ 24,092	\$ 24,766	\$ 24,792	\$ 25,422
2	22,851	23,395	24,151	24,792	25,071	25,808	26,546	27,283	28,021	28,758
3	24,933	25,764	26,595	27,426	28,257	29,088	29,919	30,750	31,581	32,412
4	27,990	28,922	29,855	30,788	31,720	32,653	33,586	34,519	35,451	36,384
5	31,315	32,359	33,402	34,445	35,489	36,532	37,576	38,619	39,663	40,706
6	34,907	36,070	37,233	38,397	39,560	40,723	41,886	43,050	44,213	45,376
7	38,790	40,084	41,377	42,671	43,964	45,258	46,551	47,844	49,138	50,431
8	42,960	44,391	45,823	47,254	48,686	50,117	51,549	52,981	54,412	55,844
9	47,448	49,029	50,611	52,192	53,773	55,354	56,935	58,516	60,097	61,678
10	52,252	53,994	55,736	57,478	59,221	60,963	62,705	64,447	66,189	67,931
11	57,408	59,321	61,234	63,148	65,061	66,974	68,888	70,801	72,714	74,628
12	68,809	71,102	73,396	75,689	77,983	80,276	82,570	84,863	87,157	89,450
13	81,823	84,550	87,278	90,005	92,732	95,459	98,187	100,914	103,641	106,369
14	96,690	99,913	103,136	106,358	109,581	112,804	116,027	119,249	122,472	125,695
15	113,735	117,527	121,318	125,109	128,900	132,692	136,483	140,274	144,065	147,857

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,199	\$ 22,940	\$ 23,679	\$ 24,413	\$ 25,151	\$ 25,585	\$ 26,315	\$ 27,050	\$ 27,079	\$ 27,767
2	24,959	25,553	26,378	27,079	27,383	28,189	28,994	29,800	30,605	31,411
3	27,232	28,140	29,048	29,956	30,863	31,771	32,679	33,586	34,494	35,402
4	30,571	31,590	32,609	33,628	34,646	35,665	36,684	37,703	38,721	39,740
5	34,204	35,343	36,483	37,623	38,762	39,902	41,042	42,181	43,321	44,461
6	38,126	39,397	40,668	41,938	43,209	44,479	45,750	47,021	48,291	49,562
7	42,368	43,781	45,194	46,607	48,019	49,432	50,845	52,258	53,670	55,083
8	46,922	48,486	50,049	51,613	53,177	54,740	56,304	57,867	59,431	60,995
9	51,825	53,552	55,279	57,006	58,733	60,460	62,187	63,914	65,641	67,368
10	57,072	58,975	60,877	62,780	64,683	66,586	68,488	70,391	72,294	74,197
11	62,703	64,793	66,882	68,972	71,062	73,152	75,242	77,331	79,421	81,511
12	75,156	77,661	80,166	82,671	85,176	87,681	90,186	92,691	95,196	97,701
13	89,370	92,349	95,328	98,307	101,286	104,265	107,243	110,222	113,201	116,180
14	105,609	109,129	112,649	116,169	119,689	123,209	126,729	130,249	133,769	137,289
15	124,226	128,367	132,508	136,649	140,790	144,931	149,072	153,213	155,500 *	155,500 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,742	\$ 21,436	\$ 22,125	\$ 22,811	\$ 23,501	\$ 23,907	\$ 24,588	\$ 25,276	\$ 25,302	\$ 25,946
2	23,322	23,876	24,648	25,302	25,587	26,339	27,092	27,845	28,597	29,350
3	25,446	26,294	27,142	27,990	28,839	29,687	30,535	31,383	32,231	33,080
4	28,566	29,518	30,470	31,422	32,373	33,325	34,277	35,229	36,181	37,133
5	31,960	33,025	34,090	35,155	36,219	37,284	38,349	39,414	40,479	41,544
6	35,625	36,812	38,000	39,187	40,374	41,561	42,749	43,936	45,123	46,310
7	39,589	40,909	42,229	43,549	44,869	46,189	47,509	48,829	50,149	51,469
8	43,844	45,305	46,766	48,227	49,688	51,149	52,610	54,071	55,532	56,993
9	48,425	50,039	51,652	53,266	54,880	56,493	58,107	59,721	61,334	62,948
10	53,328	55,106	56,884	58,662	60,440	62,218	63,995	65,773	67,551	69,329
11	58,589	60,542	62,495	64,448	66,400	68,353	70,306	72,258	74,211	76,164
12	70,225	72,566	74,907	77,247	79,588	81,929	84,269	86,610	88,951	91,291
13	83,507	86,291	89,074	91,858	94,641	97,424	100,208	102,991	105,775	108,558
14	98,680	101,970	105,259	108,548	111,837	115,126	118,415	121,704	124,993	128,282
15	116,077	119,946	123,815	127,684	131,554	135,423	139,292	143,162	147,031	150,900

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,324	\$ 21,003	\$ 21,679	\$ 22,351	\$ 23,027	\$ 23,424	\$ 24,092	\$ 24,766	\$ 24,792	\$ 25,422
2	22,851	23,395	24,151	24,792	25,071	25,808	26,546	27,283	28,021	28,758
3	24,933	25,764	26,595	27,426	28,257	29,088	29,919	30,750	31,581	32,412
4	27,990	28,922	29,855	30,788	31,720	32,653	33,586	34,519	35,451	36,384
5	31,315	32,359	33,402	34,445	35,489	36,532	37,576	38,619	39,663	40,706
6	34,907	36,070	37,233	38,397	39,560	40,723	41,886	43,050	44,213	45,376
7	38,790	40,084	41,377	42,671	43,964	45,258	46,551	47,844	49,138	50,431
8	42,960	44,391	45,823	47,254	48,686	50,117	51,549	52,981	54,412	55,844
9	47,448	49,029	50,611	52,192	53,773	55,354	56,935	58,516	60,097	61,678
10	52,252	53,994	55,736	57,478	59,221	60,963	62,705	64,447	66,189	67,931
11	57,408	59,321	61,234	63,148	65,061	66,974	68,888	70,801	72,714	74,628
12	68,809	71,102	73,396	75,689	77,983	80,276	82,570	84,863	87,157	89,450
13	81,823	84,550	87,278	90,005	92,732	95,459	98,187	100,914	103,641	106,369
14	96,690	99,913	103,136	106,358	109,581	112,804	116,027	119,249	122,472	125,695
15	113,735	117,527	121,318	125,109	128,900	132,692	136,483	140,274	144,065	147,857