

**SALARY TABLE 2012-RCH (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**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	30,524	31,372	32,220	33,068	33,916	34,764	35,612	36,460	37,308	38,156
4	34,265	35,217	36,169	37,120	38,072	39,023	39,975	40,926	41,878	42,830
5	39,401	40,465	41,530	42,594	43,659	44,723	45,788	46,852	47,917	48,981
6	41,547	42,734	43,921	45,108	46,294	47,481	48,668	49,855	51,042	52,229
7	44,854	46,173	47,493	48,813	50,132	51,452	52,771	54,091	55,411	56,730
8	46,750	48,210	49,671	51,131	52,592	54,053	55,513	56,974	58,434	59,895
9	50,022	51,635	53,248	54,861	56,474	58,087	59,700	61,313	62,926	64,540
10	55,087	56,864	58,641	60,419	62,196	63,973	65,751	67,528	69,305	71,083
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

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.