

**SALARY TABLE 2012-RUS (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**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	14.34	14.73	15.13	15.53	15.93	16.33	16.73	17.12	17.52	17.92
	O	21.51	22.10	22.70	23.30	23.90	24.50	25.10	25.68	26.28	26.88
4	B	16.09	16.54	16.99	17.43	17.88	18.33	18.77	19.22	19.67	20.11
	O	24.14	24.81	25.49	26.15	26.82	27.50	28.16	28.83	29.51	30.17
5	B	18.50	19.00	19.50	20.00	20.50	21.00	21.50	22.00	22.50	23.00
	O	27.75	28.50	29.25	30.00	30.75	31.50	32.25	33.00	33.75	34.50
6	B	19.51	20.07	20.63	21.18	21.74	22.30	22.86	23.41	23.97	24.53
	O	29.27	30.11	30.95	31.77	32.61	33.45	34.29	35.12	35.96	36.80
7	B	21.07	21.69	22.31	22.92	23.54	24.16	24.78	25.40	26.02	26.64
	O	31.61	32.54	33.47	34.38	35.31	36.24	37.17	38.10	38.81	38.81
8	B	21.96	22.64	23.33	24.01	24.70	25.39	26.07	26.76	27.44	28.13
	O	32.94	33.96	35.00	36.02	37.05	38.09	38.81	38.81	38.81	38.81
9	B	23.49	24.25	25.01	25.77	26.52	27.28	28.04	28.80	29.55	30.31
	O	35.24	36.38	37.52	38.66	38.81	38.81	38.81	38.81	38.81	38.81
10	B	25.87	26.71	27.54	28.38	29.21	30.05	30.88	31.71	32.55	33.38
	O	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81
11	B	27.51	28.42	29.34	30.26	31.17	32.09	33.01	33.92	34.84	35.76
	O	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81	38.81
12	B	32.97	34.07	35.17	36.27	37.37	38.46	39.56	40.66	41.76	42.86
	O	38.81	38.81	38.81	38.81	38.81	38.81	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

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.