

**SALARY TABLE 2013-GS
RATES FROZEN AT 2010 LEVELS**

EFFECTIVE JANUARY 2013

*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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-ATL
 INCORPORATING A LOCALITY PAYMENT OF 19.29%
 FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL
 RATES FROZEN AT 2010 LEVELS**

EFFECTIVE JANUARY 2013

*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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-BOS
INCORPORATING A LOCALITY PAYMENT OF 24.80%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-MANCHESTER, MA-NH-RI-ME
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-BU
INCORPORATING A LOCALITY PAYMENT OF 16.98%
FOR THE LOCALITY PAY AREA OF BUFFALO-NIAGARA-CATTARAUGUS, NY
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-CHI
INCORPORATING A LOCALITY PAYMENT OF 25.10%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-CIN
INCORPORATING A LOCALITY PAYMENT OF 18.55%
FOR THE LOCALITY PAY AREA OF CINCINNATI-MIDDLETOWN-WILMINGTON, OH-KY-IN
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-CLE
INCORPORATING A LOCALITY PAYMENT OF 18.68%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-COL
INCORPORATING A LOCALITY PAYMENT OF 17.16%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-CHILLICOTHE, OH
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-DFW
INCORPORATING A LOCALITY PAYMENT OF 20.67%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-DAY
INCORPORATING A LOCALITY PAYMENT OF 16.24%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-GREENVILLE, OH
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-DEN
INCORPORATING A LOCALITY PAYMENT OF 22.52%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA-BOULDER, CO
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-DET
INCORPORATING A LOCALITY PAYMENT OF 24.09%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-FLINT, MI
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-HAR
INCORPORATING A LOCALITY PAYMENT OF 25.82%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD-WILLIMANTIC, CT-MA
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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	41.39	41.39
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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-HOU
INCORPORATING A LOCALITY PAYMENT OF 28.71%
FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-HNT
INCORPORATING A LOCALITY PAYMENT OF 16.02%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR, AL
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-IND
INCORPORATING A LOCALITY PAYMENT OF 14.68%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-ANDERSON-COLUMBUS, IN
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-LA
 INCORPORATING A LOCALITY PAYMENT OF 27.16%
 FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH-RIVERSIDE, CA
 RATES FROZEN AT 2010 LEVELS**

EFFECTIVE JANUARY 2013

*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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-MFL
INCORPORATING A LOCALITY PAYMENT OF 20.79%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-MIL
INCORPORATING A LOCALITY PAYMENT OF 18.10%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI
RATES FROZEN AT 2010 LEVELS**

EFFECTIVE JANUARY 2013

*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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-MSP
 INCORPORATING A LOCALITY PAYMENT OF 20.96%
 FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI
 RATES FROZEN AT 2010 LEVELS**

EFFECTIVE JANUARY 2013

*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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-NY
INCORPORATING A LOCALITY PAYMENT OF 28.72%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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	42.95	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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-PHL
INCORPORATING A LOCALITY PAYMENT OF 21.79%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-PX
 INCORPORATING A LOCALITY PAYMENT OF 16.76%
 FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ
 RATES FROZEN AT 2010 LEVELS**

EFFECTIVE JANUARY 2013

*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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-PIT
INCORPORATING A LOCALITY PAYMENT OF 16.37%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE, PA
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-POR
INCORPORATING A LOCALITY PAYMENT OF 20.35%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-BEAVERTON, OR-WA
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-RA
 INCORPORATING A LOCALITY PAYMENT OF 17.64%
 FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CARY, NC
 RATES FROZEN AT 2010 LEVELS**

EFFECTIVE JANUARY 2013

*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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-RCH
 INCORPORATING A LOCALITY PAYMENT OF 16.47%
 FOR THE LOCALITY PAY AREA OF RICHMOND, VA
 RATES FROZEN AT 2010 LEVELS**

EFFECTIVE JANUARY 2013

*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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-SAC
 INCORPORATING A LOCALITY PAYMENT OF 22.20%
 FOR THE LOCALITY PAY AREA OF SACRAMENTO--ARDEN-ARCADE--YUBA CITY, CA-NV
 RATES FROZEN AT 2010 LEVELS**

EFFECTIVE JANUARY 2013

*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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-SD
 INCORPORATING A LOCALITY PAYMENT OF 24.19%
 FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA
 RATES FROZEN AT 2010 LEVELS**

EFFECTIVE JANUARY 2013

*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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-SF
INCORPORATING A LOCALITY PAYMENT OF 35.15%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-SEA
 INCORPORATING A LOCALITY PAYMENT OF 21.81%
 FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-OLYMPIA, WA
 RATES FROZEN AT 2010 LEVELS**

EFFECTIVE JANUARY 2013

*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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-DCB
INCORPORATING A LOCALITY PAYMENT OF 24.22%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

SALARY TABLE 2013-RUS
INCORPORATING A LOCALITY PAYMENT OF 14.16%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2013

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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-AK
INCORPORATING A LOCALITY PAYMENT OF 24.69%**

**STATE OF ALASKA
RATES FROZEN AT 2012 LEVELS**

EFFECTIVE JANUARY 2013

*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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>

**SALARY TABLE 2013-HI
INCORPORATING A LOCALITY PAYMENT OF 16.51%**

**STATE OF HAWAII
RATES FROZEN AT 2012 LEVELS**

EFFECTIVE JANUARY 2013

*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

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>