

SALARY TABLE 2011-GS
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 8.53	\$ 8.82	\$ 9.10	\$ 9.38	\$ 9.67	\$ 9.83	\$ 10.11	\$ 10.39	\$ 10.41	\$ 10.67
	O	12.80	13.23	13.65	14.07	14.51	14.75	15.17	15.59	15.62	16.01
2	B	9.59	9.82	10.14	10.41	10.52	10.83	11.14	11.45	11.76	12.07
	O	14.39	14.73	15.21	15.62	15.78	16.25	16.71	17.18	17.64	18.11
3	B	10.46	10.81	11.16	11.51	11.86	12.21	12.56	12.91	13.26	13.60
	O	15.69	16.22	16.74	17.27	17.79	18.32	18.84	19.37	19.89	20.40
4	B	11.75	12.14	12.53	12.92	13.31	13.71	14.10	14.49	14.88	15.27
	O	17.63	18.21	18.80	19.38	19.97	20.57	21.15	21.74	22.32	22.91
5	B	13.14	13.58	14.02	14.46	14.90	15.33	15.77	16.21	16.65	17.09
	O	19.71	20.37	21.03	21.69	22.35	23.00	23.66	24.32	24.98	25.64
6	B	14.65	15.14	15.63	16.12	16.60	17.09	17.58	18.07	18.56	19.05
	O	21.98	22.71	23.45	24.18	24.90	25.64	26.37	27.11	27.84	28.58
7	B	16.28	16.82	17.37	17.91	18.45	19.00	19.54	20.08	20.62	21.17
	O	24.42	25.23	26.06	26.87	27.68	28.50	29.31	30.12	30.93	31.76
8	B	18.03	18.63	19.23	19.83	20.43	21.04	21.64	22.24	22.84	23.44
	O	27.05	27.95	28.85	29.75	30.65	31.56	32.46	32.90	32.90	32.90
9	B	19.92	20.58	21.24	21.91	22.57	23.23	23.90	24.56	25.22	25.89
	O	29.88	30.87	31.86	32.87	32.90	32.90	32.90	32.90	32.90	32.90
10	B	21.93	22.66	23.39	24.13	24.86	25.59	26.32	27.05	27.78	28.51
	O	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90
11	B	24.10	24.90	25.70	26.50	27.31	28.11	28.91	29.72	30.52	31.32
	O	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90	32.90
12	B	28.88	29.84	30.81	31.77	32.73	33.69	34.66	35.62	36.58	37.54
	O	32.90	32.90	32.90	32.90	32.90	33.69	34.66	35.62	36.58	37.54
13	B	34.34	35.49	36.63	37.78	38.92	40.07	41.21	42.36	43.50	44.65
	O	34.34	35.49	36.63	37.78	38.92	40.07	41.21	42.36	43.50	44.65
14	B	40.58	41.94	43.29	44.64	45.99	47.35	48.70	50.05	51.40	52.76
	O	40.58	41.94	43.29	44.64	45.99	47.35	48.70	50.05	51.40	52.76
15	B	47.74	49.33	50.92	52.51	54.10	55.69	57.29	58.88	60.47	62.06
	O	47.74	49.33	50.92	52.51	54.10	55.69	57.29	58.88	60.47	62.06

SALARY TABLE 2011-ATL
INCORPORATING A LOCALITY PAYMENT OF 19.29%
FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.18	\$ 10.52	\$ 10.85	\$ 11.19	\$ 11.53	\$ 11.73	\$ 12.06	\$ 12.40	\$ 12.41	\$ 12.73
	O	15.27	15.78	16.28	16.79	17.30	17.60	18.09	18.60	18.62	19.10
2	B	11.44	11.71	12.09	12.41	12.55	12.92	13.29	13.66	14.03	14.40
	O	17.16	17.57	18.14	18.62	18.83	19.38	19.94	20.49	21.05	21.60
3	B	12.48	12.90	13.32	13.73	14.15	14.56	14.98	15.40	15.81	16.23
	O	18.72	19.35	19.98	20.60	21.23	21.84	22.47	23.10	23.72	24.35
4	B	14.01	14.48	14.95	15.41	15.88	16.35	16.82	17.28	17.75	18.22
	O	21.02	21.72	22.43	23.12	23.82	24.53	25.23	25.92	26.63	27.33
5	B	15.68	16.20	16.72	17.25	17.77	18.29	18.81	19.34	19.86	20.38
	O	23.52	24.30	25.08	25.88	26.66	27.44	28.22	29.01	29.79	30.57
6	B	17.48	18.06	18.64	19.22	19.81	20.39	20.97	21.55	22.14	22.72
	O	26.22	27.09	27.96	28.83	29.72	30.59	31.46	32.33	33.21	34.08
7	B	19.42	20.07	20.72	21.36	22.01	22.66	23.31	23.95	24.60	25.25
	O	29.13	30.11	31.08	32.04	33.02	33.99	34.97	35.93	36.90	37.88
8	B	21.51	22.23	22.94	23.66	24.38	25.09	25.81	26.53	27.24	27.96
	O	32.27	33.35	34.41	35.49	36.57	37.64	38.72	39.24	39.24	39.24
9	B	23.76	24.55	25.34	26.13	26.92	27.71	28.51	29.30	30.09	30.88
	O	35.64	36.83	38.01	39.20	39.24	39.24	39.24	39.24	39.24	39.24
10	B	26.16	27.03	27.91	28.78	29.65	30.52	31.40	32.27	33.14	34.01
	O	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24
11	B	28.74	29.70	30.66	31.62	32.58	33.53	34.49	35.45	36.41	37.37
	O	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24	39.24
12	B	34.45	35.60	36.75	37.90	39.05	40.19	41.34	42.49	43.64	44.79
	O	39.24	39.24	39.24	39.24	39.24	40.19	41.34	42.49	43.64	44.79
13	B	40.97	42.33	43.70	45.06	46.43	47.80	49.16	50.53	51.89	53.26
	O	40.97	42.33	43.70	45.06	46.43	47.80	49.16	50.53	51.89	53.26
14	B	48.41	50.03	51.64	53.25	54.87	56.48	58.09	59.71	61.32	62.93
	O	48.41	50.03	51.64	53.25	54.87	56.48	58.09	59.71	61.32	62.93
15	B	56.95	58.84	60.74	62.64	64.54	66.44	68.34	70.23	72.13	74.03
	O	56.95	58.84	60.74	62.64	64.54	66.44	68.34	70.23	72.13	74.03

SALARY TABLE 2011-BOS
INCORPORATING A LOCALITY PAYMENT OF 24.80%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-MANCHESTER, MA-NH-RI-ME
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.65	\$ 11.00	\$ 11.36	\$ 11.71	\$ 12.06	\$ 12.27	\$ 12.62	\$ 12.97	\$ 12.99	\$ 13.32
	O	15.98	16.50	17.04	17.57	18.09	18.41	18.93	19.46	19.49	19.98
2	B	11.97	12.25	12.65	12.99	13.13	13.52	13.91	14.29	14.68	15.06
	O	17.96	18.38	18.98	19.49	19.70	20.28	20.87	21.44	22.02	22.59
3	B	13.06	13.50	13.93	14.37	14.80	15.24	15.67	16.11	16.54	16.98
	O	19.59	20.25	20.90	21.56	22.20	22.86	23.51	24.17	24.81	25.47
4	B	14.66	15.15	15.64	16.13	16.62	17.10	17.59	18.08	18.57	19.06
	O	21.99	22.73	23.46	24.20	24.93	25.65	26.39	27.12	27.86	28.59
5	B	16.40	16.95	17.50	18.04	18.59	19.14	19.68	20.23	20.78	21.32
	O	24.60	25.43	26.25	27.06	27.89	28.71	29.52	30.35	31.17	31.98
6	B	18.28	18.89	19.50	20.11	20.72	21.33	21.94	22.55	23.16	23.77
	O	27.42	28.34	29.25	30.17	31.08	32.00	32.91	33.83	34.74	35.66
7	B	20.32	21.00	21.67	22.35	23.03	23.71	24.38	25.06	25.74	26.42
	O	30.48	31.50	32.51	33.53	34.55	35.57	36.57	37.59	38.61	39.63
8	B	22.50	23.25	24.00	24.75	25.50	26.25	27.00	27.75	28.50	29.25
	O	33.75	34.88	36.00	37.13	38.25	39.38	40.50	41.06	41.06	41.06
9	B	24.85	25.68	26.51	27.34	28.17	29.00	29.82	30.65	31.48	32.31
	O	37.28	38.52	39.77	41.01	41.06	41.06	41.06	41.06	41.06	41.06
10	B	27.37	28.28	29.20	30.11	31.02	31.93	32.85	33.76	34.67	35.58
	O	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06
11	B	30.07	31.07	32.08	33.08	34.08	35.08	36.08	37.09	38.09	39.09
	O	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06
12	B	36.04	37.24	38.45	39.65	40.85	42.05	43.25	44.45	45.65	46.86
	O	41.06	41.06	41.06	41.06	41.06	42.05	43.25	44.45	45.65	46.86
13	B	42.86	44.29	45.72	47.15	48.57	50.00	51.43	52.86	54.29	55.72
	O	42.86	44.29	45.72	47.15	48.57	50.00	51.43	52.86	54.29	55.72
14	B	50.65	52.34	54.02	55.71	57.40	59.09	60.78	62.46	64.15	65.84
	O	50.65	52.34	54.02	55.71	57.40	59.09	60.78	62.46	64.15	65.84
15	B	59.58	61.56	63.55	65.53	67.52	69.51	71.49	73.48	74.51	74.51
	O	59.58	61.56	63.55	65.53	67.52	69.51	71.49	73.48	74.51	74.51

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

SALARY TABLE 2011-BU
INCORPORATING A LOCALITY PAYMENT OF 16.98%
FOR THE LOCALITY PAY AREA OF BUFFALO-NIAGARA-CATTARAUGUS, NY
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.98	\$ 10.31	\$ 10.64	\$ 10.97	\$ 11.31	\$ 11.50	\$ 11.83	\$ 12.16	\$ 12.17	\$ 12.48
	O	14.97	15.47	15.96	16.46	16.97	17.25	17.75	18.24	18.26	18.72
2	B	11.22	11.49	11.86	12.17	12.31	12.67	13.03	13.40	13.76	14.12
	O	16.83	17.24	17.79	18.26	18.47	19.01	19.55	20.10	20.64	21.18
3	B	12.24	12.65	13.06	13.47	13.87	14.28	14.69	15.10	15.51	15.91
	O	18.36	18.98	19.59	20.21	20.81	21.42	22.04	22.65	23.27	23.87
4	B	13.74	14.20	14.66	15.12	15.57	16.03	16.49	16.95	17.41	17.86
	O	20.61	21.30	21.99	22.68	23.36	24.05	24.74	25.43	26.12	26.79
5	B	15.38	15.89	16.40	16.91	17.43	17.94	18.45	18.96	19.47	19.99
	O	23.07	23.84	24.60	25.37	26.15	26.91	27.68	28.44	29.21	29.99
6	B	17.14	17.71	18.28	18.85	19.42	19.99	20.57	21.14	21.71	22.28
	O	25.71	26.57	27.42	28.28	29.13	29.99	30.86	31.71	32.57	33.42
7	B	19.05	19.68	20.32	20.95	21.59	22.22	22.86	23.49	24.13	24.76
	O	28.58	29.52	30.48	31.43	32.39	33.33	34.29	35.24	36.20	37.14
8	B	21.09	21.80	22.50	23.20	23.90	24.61	25.31	26.01	26.72	27.42
	O	31.64	32.70	33.75	34.80	35.85	36.92	37.97	38.49	38.49	38.49
9	B	23.30	24.07	24.85	25.63	26.40	27.18	27.95	28.73	29.51	30.28
	O	34.95	36.11	37.28	38.45	38.49	38.49	38.49	38.49	38.49	38.49
10	B	25.66	26.51	27.37	28.22	29.08	29.93	30.79	31.64	32.50	33.35
	O	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49
11	B	28.19	29.13	30.07	31.00	31.94	32.88	33.82	34.76	35.70	36.64
	O	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49
12	B	33.78	34.91	36.04	37.16	38.29	39.41	40.54	41.67	42.79	43.92
	O	38.49	38.49	38.49	38.49	38.49	39.41	40.54	41.67	42.79	43.92
13	B	40.17	41.51	42.85	44.19	45.53	46.87	48.21	49.55	50.89	52.23
	O	40.17	41.51	42.85	44.19	45.53	46.87	48.21	49.55	50.89	52.23
14	B	47.47	49.06	50.64	52.22	53.80	55.39	56.97	58.55	60.13	61.72
	O	47.47	49.06	50.64	52.22	53.80	55.39	56.97	58.55	60.13	61.72
15	B	55.84	57.70	59.57	61.43	63.29	65.15	67.01	68.87	70.74	72.60
	O	55.84	57.70	59.57	61.43	63.29	65.15	67.01	68.87	70.74	72.60

SALARY TABLE 2011-CHI
INCORPORATING A LOCALITY PAYMENT OF 25.10%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.67	\$ 11.03	\$ 11.38	\$ 11.74	\$ 12.09	\$ 12.30	\$ 12.65	\$ 13.00	\$ 13.02	\$ 13.35
	O	16.01	16.55	17.07	17.61	18.14	18.45	18.98	19.50	19.53	20.03
2	B	12.00	12.28	12.68	13.02	13.16	13.55	13.94	14.33	14.71	15.10
	O	18.00	18.42	19.02	19.53	19.74	20.33	20.91	21.50	22.07	22.65
3	B	13.09	13.53	13.96	14.40	14.84	15.27	15.71	16.15	16.58	17.02
	O	19.64	20.30	20.94	21.60	22.26	22.91	23.57	24.23	24.87	25.53
4	B	14.70	15.19	15.68	16.17	16.66	17.15	17.63	18.12	18.61	19.10
	O	22.05	22.79	23.52	24.26	24.99	25.73	26.45	27.18	27.92	28.65
5	B	16.44	16.99	17.54	18.09	18.63	19.18	19.73	20.28	20.83	21.37
	O	24.66	25.49	26.31	27.14	27.95	28.77	29.60	30.42	31.25	32.06
6	B	18.33	18.94	19.55	20.16	20.77	21.38	21.99	22.60	23.22	23.83
	O	27.50	28.41	29.33	30.24	31.16	32.07	32.99	33.90	34.83	35.75
7	B	20.37	21.05	21.73	22.41	23.08	23.76	24.44	25.12	25.80	26.48
	O	30.56	31.58	32.60	33.62	34.62	35.64	36.66	37.68	38.70	39.72
8	B	22.56	23.31	24.06	24.81	25.56	26.32	27.07	27.82	28.57	29.32
	O	33.84	34.97	36.09	37.22	38.34	39.48	40.61	41.16	41.16	41.16
9	B	24.91	25.74	26.57	27.40	28.23	29.06	29.90	30.73	31.56	32.39
	O	37.37	38.61	39.86	41.10	41.16	41.16	41.16	41.16	41.16	41.16
10	B	27.44	28.35	29.27	30.18	31.10	32.01	32.92	33.84	34.75	35.67
	O	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16
11	B	30.14	31.15	32.15	33.16	34.16	35.17	36.17	37.18	38.18	39.18
	O	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16	41.16
12	B	36.13	37.33	38.54	39.74	40.95	42.15	43.36	44.56	45.76	46.97
	O	41.16	41.16	41.16	41.16	41.16	42.15	43.36	44.56	45.76	46.97
13	B	42.96	44.40	45.83	47.26	48.69	50.12	51.56	52.99	54.42	55.85
	O	42.96	44.40	45.83	47.26	48.69	50.12	51.56	52.99	54.42	55.85
14	B	50.77	52.46	54.15	55.85	57.54	59.23	60.92	62.61	64.31	66.00
	O	50.77	52.46	54.15	55.85	57.54	59.23	60.92	62.61	64.31	66.00
15	B	59.72	61.71	63.70	65.69	67.68	69.67	71.66	73.65	74.51	74.51
	O	59.72	61.71	63.70	65.69	67.68	69.67	71.66	73.65	74.51	74.51

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

SALARY TABLE 2011-CIN
INCORPORATING A LOCALITY PAYMENT OF 18.55%
FOR THE LOCALITY PAY AREA OF CINCINNATI-MIDDLETOWN-WILMINGTON, OH-KY-IN
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.11	\$ 10.45	\$ 10.79	\$ 11.12	\$ 11.46	\$ 11.66	\$ 11.99	\$ 12.32	\$ 12.34	\$ 12.65
	O	15.17	15.68	16.19	16.68	17.19	17.49	17.99	18.48	18.51	18.98
2	B	11.37	11.64	12.02	12.34	12.47	12.84	13.21	13.58	13.94	14.31
	O	17.06	17.46	18.03	18.51	18.71	19.26	19.82	20.37	20.91	21.47
3	B	12.41	12.82	13.23	13.65	14.06	14.47	14.89	15.30	15.71	16.13
	O	18.62	19.23	19.85	20.48	21.09	21.71	22.34	22.95	23.57	24.20
4	B	13.93	14.39	14.86	15.32	15.78	16.25	16.71	17.18	17.64	18.10
	O	20.90	21.59	22.29	22.98	23.67	24.38	25.07	25.77	26.46	27.15
5	B	15.58	16.10	16.62	17.14	17.66	18.18	18.70	19.22	19.74	20.25
	O	23.37	24.15	24.93	25.71	26.49	27.27	28.05	28.83	29.61	30.38
6	B	17.37	17.95	18.53	19.11	19.68	20.26	20.84	21.42	22.00	22.58
	O	26.06	26.93	27.80	28.67	29.52	30.39	31.26	32.13	33.00	33.87
7	B	19.30	19.94	20.59	21.23	21.88	22.52	23.16	23.81	24.45	25.09
	O	28.95	29.91	30.89	31.85	32.82	33.78	34.74	35.72	36.68	37.64
8	B	21.38	22.09	22.80	23.51	24.23	24.94	25.65	26.36	27.07	27.79
	O	32.07	33.14	34.20	35.27	36.35	37.41	38.48	39.00	39.00	39.00
9	B	23.61	24.40	25.18	25.97	26.76	27.54	28.33	29.12	29.90	30.69
	O	35.42	36.60	37.77	38.96	39.00	39.00	39.00	39.00	39.00	39.00
10	B	26.00	26.87	27.73	28.60	29.47	30.33	31.20	32.07	32.93	33.80
	O	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00
11	B	28.56	29.52	30.47	31.42	32.37	33.33	34.28	35.23	36.18	37.13
	O	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00	39.00
12	B	34.24	35.38	36.52	37.66	38.80	39.94	41.09	42.23	43.37	44.51
	O	39.00	39.00	39.00	39.00	39.00	39.94	41.09	42.23	43.37	44.51
13	B	40.71	42.07	43.43	44.78	46.14	47.50	48.86	50.21	51.57	52.93
	O	40.71	42.07	43.43	44.78	46.14	47.50	48.86	50.21	51.57	52.93
14	B	48.11	49.71	51.32	52.92	54.53	56.13	57.73	59.34	60.94	62.54
	O	48.11	49.71	51.32	52.92	54.53	56.13	57.73	59.34	60.94	62.54
15	B	56.59	58.48	60.37	62.25	64.14	66.02	67.91	69.80	71.68	73.57
	O	56.59	58.48	60.37	62.25	64.14	66.02	67.91	69.80	71.68	73.57

SALARY TABLE 2011-CLE
INCORPORATING A LOCALITY PAYMENT OF 18.68%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.12	\$ 10.46	\$ 10.80	\$ 11.13	\$ 11.47	\$ 11.67	\$ 12.00	\$ 12.34	\$ 12.35	\$ 12.66
	O	15.18	15.69	16.20	16.70	17.21	17.51	18.00	18.51	18.53	18.99
2	B	11.38	11.65	12.03	12.35	12.49	12.86	13.22	13.59	13.96	14.33
	O	17.07	17.48	18.05	18.53	18.74	19.29	19.83	20.39	20.94	21.50
3	B	12.42	12.83	13.25	13.66	14.08	14.49	14.90	15.32	15.73	16.15
	O	18.63	19.25	19.88	20.49	21.12	21.74	22.35	22.98	23.60	24.23
4	B	13.94	14.41	14.87	15.34	15.80	16.27	16.73	17.19	17.66	18.12
	O	20.91	21.62	22.31	23.01	23.70	24.41	25.10	25.79	26.49	27.18
5	B	15.60	16.12	16.64	17.16	17.68	18.20	18.72	19.24	19.76	20.28
	O	23.40	24.18	24.96	25.74	26.52	27.30	28.08	28.86	29.64	30.42
6	B	17.39	17.97	18.55	19.13	19.71	20.29	20.86	21.44	22.02	22.60
	O	26.09	26.96	27.83	28.70	29.57	30.44	31.29	32.16	33.03	33.90
7	B	19.32	19.97	20.61	21.26	21.90	22.54	23.19	23.83	24.48	25.12
	O	28.98	29.96	30.92	31.89	32.85	33.81	34.79	35.75	36.72	37.68
8	B	21.40	22.11	22.83	23.54	24.25	24.97	25.68	26.39	27.10	27.82
	O	32.10	33.17	34.25	35.31	36.38	37.46	38.52	39.05	39.05	39.05
9	B	23.64	24.42	25.21	26.00	26.79	27.57	28.36	29.15	29.94	30.72
	O	35.46	36.63	37.82	39.00	39.05	39.05	39.05	39.05	39.05	39.05
10	B	26.03	26.90	27.76	28.63	29.50	30.37	31.23	32.10	32.97	33.84
	O	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05
11	B	28.60	29.55	30.50	31.46	32.41	33.36	34.31	35.27	36.22	37.17
	O	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05
12	B	34.28	35.42	36.56	37.70	38.85	39.99	41.13	42.27	43.41	44.56
	O	39.05	39.05	39.05	39.05	39.05	39.99	41.13	42.27	43.41	44.56
13	B	40.76	42.12	43.48	44.83	46.19	47.55	48.91	50.27	51.63	52.99
	O	40.76	42.12	43.48	44.83	46.19	47.55	48.91	50.27	51.63	52.99
14	B	48.16	49.77	51.37	52.98	54.59	56.19	57.80	59.40	61.01	62.61
	O	48.16	49.77	51.37	52.98	54.59	56.19	57.80	59.40	61.01	62.61
15	B	56.66	58.54	60.43	62.32	64.21	66.10	67.99	69.87	71.76	73.65
	O	56.66	58.54	60.43	62.32	64.21	66.10	67.99	69.87	71.76	73.65

SALARY TABLE 2011-COL
INCORPORATING A LOCALITY PAYMENT OF 17.16%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-CHILLICOTHE, OH
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.99	\$ 10.33	\$ 10.66	\$ 10.99	\$ 11.32	\$ 11.52	\$ 11.85	\$ 12.18	\$ 12.19	\$ 12.50
	O	14.99	15.50	15.99	16.49	16.98	17.28	17.78	18.27	18.29	18.75
2	B	11.24	11.50	11.88	12.19	12.33	12.69	13.05	13.42	13.78	14.14
	O	16.86	17.25	17.82	18.29	18.50	19.04	19.58	20.13	20.67	21.21
3	B	12.26	12.67	13.08	13.49	13.90	14.30	14.71	15.12	15.53	15.94
	O	18.39	19.01	19.62	20.24	20.85	21.45	22.07	22.68	23.30	23.91
4	B	13.76	14.22	14.68	15.14	15.60	16.06	16.52	16.97	17.43	17.89
	O	20.64	21.33	22.02	22.71	23.40	24.09	24.78	25.46	26.15	26.84
5	B	15.40	15.91	16.43	16.94	17.45	17.96	18.48	18.99	19.50	20.02
	O	23.10	23.87	24.65	25.41	26.18	26.94	27.72	28.49	29.25	30.03
6	B	17.17	17.74	18.31	18.88	19.45	20.03	20.60	21.17	21.74	22.31
	O	25.76	26.61	27.47	28.32	29.18	30.05	30.90	31.76	32.61	33.47
7	B	19.08	19.71	20.35	20.98	21.62	22.26	22.89	23.53	24.16	24.80
	O	28.62	29.57	30.53	31.47	32.43	33.39	34.34	35.30	36.24	37.20
8	B	21.13	21.83	22.53	23.24	23.94	24.64	25.35	26.05	26.76	27.46
	O	31.70	32.75	33.80	34.86	35.91	36.96	38.03	38.54	38.54	38.54
9	B	23.33	24.11	24.89	25.67	26.44	27.22	28.00	28.78	29.55	30.33
	O	35.00	36.17	37.34	38.51	38.54	38.54	38.54	38.54	38.54	38.54
10	B	25.69	26.55	27.41	28.26	29.12	29.98	30.83	31.69	32.55	33.40
	O	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54
11	B	28.23	29.17	30.11	31.05	31.99	32.93	33.88	34.82	35.76	36.70
	O	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54	38.54
12	B	33.84	34.96	36.09	37.22	38.35	39.48	40.60	41.73	42.86	43.99
	O	38.54	38.54	38.54	38.54	38.54	39.48	40.60	41.73	42.86	43.99
13	B	40.24	41.58	42.92	44.26	45.60	46.94	48.28	49.62	50.97	52.31
	O	40.24	41.58	42.92	44.26	45.60	46.94	48.28	49.62	50.97	52.31
14	B	47.55	49.13	50.72	52.30	53.89	55.47	57.06	58.64	60.23	61.81
	O	47.55	49.13	50.72	52.30	53.89	55.47	57.06	58.64	60.23	61.81
15	B	55.93	57.79	59.66	61.52	63.39	65.25	67.11	68.98	70.84	72.71
	O	55.93	57.79	59.66	61.52	63.39	65.25	67.11	68.98	70.84	72.71

SALARY TABLE 2011-DFW
INCORPORATING A LOCALITY PAYMENT OF 20.67%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.29	\$ 10.64	\$ 10.98	\$ 11.32	\$ 11.66	\$ 11.86	\$ 12.20	\$ 12.54	\$ 12.56	\$ 12.88
	O	15.44	15.96	16.47	16.98	17.49	17.79	18.30	18.81	18.84	19.32
2	B	11.57	11.85	12.23	12.56	12.70	13.07	13.44	13.82	14.19	14.57
	O	17.36	17.78	18.35	18.84	19.05	19.61	20.16	20.73	21.29	21.86
3	B	12.63	13.05	13.47	13.89	14.31	14.73	15.15	15.57	16.00	16.42
	O	18.95	19.58	20.21	20.84	21.47	22.10	22.73	23.36	24.00	24.63
4	B	14.18	14.65	15.12	15.59	16.07	16.54	17.01	17.48	17.96	18.43
	O	21.27	21.98	22.68	23.39	24.11	24.81	25.52	26.22	26.94	27.65
5	B	15.86	16.39	16.92	17.45	17.97	18.50	19.03	19.56	20.09	20.62
	O	23.79	24.59	25.38	26.18	26.96	27.75	28.55	29.34	30.14	30.93
6	B	17.68	18.27	18.86	19.45	20.04	20.63	21.21	21.80	22.39	22.98
	O	26.52	27.41	28.29	29.18	30.06	30.95	31.82	32.70	33.59	34.47
7	B	19.65	20.30	20.96	21.61	22.27	22.92	23.58	24.23	24.89	25.54
	O	29.48	30.45	31.44	32.42	33.41	34.38	35.37	36.35	37.34	38.31
8	B	21.76	22.48	23.21	23.93	24.66	25.38	26.11	26.83	27.56	28.28
	O	32.64	33.72	34.82	35.90	36.99	38.07	39.17	39.69	39.69	39.69
9	B	24.03	24.83	25.63	26.43	27.23	28.04	28.84	29.64	30.44	31.24
	O	36.05	37.25	38.45	39.65	39.69	39.69	39.69	39.69	39.69	39.69
10	B	26.46	27.35	28.23	29.11	29.99	30.88	31.76	32.64	33.52	34.41
	O	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69
11	B	29.08	30.05	31.01	31.98	32.95	33.92	34.89	35.86	36.83	37.80
	O	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69
12	B	34.85	36.01	37.17	38.33	39.50	40.66	41.82	42.98	44.14	45.30
	O	39.69	39.69	39.69	39.69	39.69	40.66	41.82	42.98	44.14	45.30
13	B	41.44	42.82	44.20	45.59	46.97	48.35	49.73	51.11	52.49	53.87
	O	41.44	42.82	44.20	45.59	46.97	48.35	49.73	51.11	52.49	53.87
14	B	48.97	50.60	52.24	53.87	55.50	57.13	58.77	60.40	62.03	63.66
	O	48.97	50.60	52.24	53.87	55.50	57.13	58.77	60.40	62.03	63.66
15	B	57.60	59.53	61.45	63.37	65.29	67.21	69.13	71.05	72.97	74.51
	O	57.60	59.53	61.45	63.37	65.29	67.21	69.13	71.05	72.97	74.51

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

SALARY TABLE 2011-DAY
INCORPORATING A LOCALITY PAYMENT OF 16.24%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-GREENVILLE, OH
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.92	\$ 10.25	\$ 10.58	\$ 10.91	\$ 11.23	\$ 11.43	\$ 11.75	\$ 12.08	\$ 12.10	\$ 12.40
	O	14.88	15.38	15.87	16.37	16.85	17.15	17.63	18.12	18.15	18.60
2	B	11.15	11.41	11.78	12.10	12.23	12.59	12.95	13.31	13.67	14.03
	O	16.73	17.12	17.67	18.15	18.35	18.89	19.43	19.97	20.51	21.05
3	B	12.16	12.57	12.98	13.38	13.79	14.19	14.60	15.00	15.41	15.81
	O	18.24	18.86	19.47	20.07	20.69	21.29	21.90	22.50	23.12	23.72
4	B	13.66	14.11	14.57	15.02	15.48	15.93	16.39	16.84	17.30	17.75
	O	20.49	21.17	21.86	22.53	23.22	23.90	24.59	25.26	25.95	26.63
5	B	15.28	15.79	16.30	16.81	17.31	17.82	18.33	18.84	19.35	19.86
	O	22.92	23.69	24.45	25.22	25.97	26.73	27.50	28.26	29.03	29.79
6	B	17.03	17.60	18.17	18.73	19.30	19.87	20.44	21.00	21.57	22.14
	O	25.55	26.40	27.26	28.10	28.95	29.81	30.66	31.50	32.36	33.21
7	B	18.93	19.56	20.19	20.82	21.45	22.08	22.71	23.34	23.97	24.60
	O	28.40	29.34	30.29	31.23	32.18	33.12	34.07	35.01	35.96	36.90
8	B	20.96	21.66	22.36	23.05	23.75	24.45	25.15	25.85	26.55	27.25
	O	31.44	32.49	33.54	34.58	35.63	36.68	37.73	38.24	38.24	38.24
9	B	23.15	23.92	24.69	25.46	26.24	27.01	27.78	28.55	29.32	30.09
	O	34.73	35.88	37.04	38.19	38.24	38.24	38.24	38.24	38.24	38.24
10	B	25.49	26.34	27.19	28.04	28.89	29.74	30.59	31.44	32.29	33.14
	O	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24
11	B	28.01	28.94	29.88	30.81	31.74	32.68	33.61	34.54	35.48	36.41
	O	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24	38.24
12	B	33.57	34.69	35.81	36.93	38.05	39.17	40.28	41.40	42.52	43.64
	O	38.24	38.24	38.24	38.24	38.24	39.17	40.28	41.40	42.52	43.64
13	B	39.92	41.25	42.58	43.91	45.24	46.57	47.90	49.23	50.57	51.90
	O	39.92	41.25	42.58	43.91	45.24	46.57	47.90	49.23	50.57	51.90
14	B	47.17	48.75	50.32	51.89	53.46	55.04	56.61	58.18	59.75	61.32
	O	47.17	48.75	50.32	51.89	53.46	55.04	56.61	58.18	59.75	61.32
15	B	55.49	57.34	59.19	61.04	62.89	64.74	66.59	68.44	70.29	72.14
	O	55.49	57.34	59.19	61.04	62.89	64.74	66.59	68.44	70.29	72.14

SALARY TABLE 2011-DEN
INCORPORATING A LOCALITY PAYMENT OF 22.52%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA-BOULDER, CO
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.45	\$ 10.80	\$ 11.15	\$ 11.49	\$ 11.84	\$ 12.05	\$ 12.39	\$ 12.74	\$ 12.75	\$ 13.07
	O	15.68	16.20	16.73	17.24	17.76	18.08	18.59	19.11	19.13	19.61
2	B	11.75	12.03	12.42	12.75	12.89	13.27	13.65	14.03	14.41	14.79
	O	17.63	18.05	18.63	19.13	19.34	19.91	20.48	21.05	21.62	22.19
3	B	12.82	13.25	13.68	14.10	14.53	14.96	15.39	15.81	16.24	16.67
	O	19.23	19.88	20.52	21.15	21.80	22.44	23.09	23.72	24.36	25.01
4	B	14.39	14.87	15.35	15.83	16.31	16.79	17.27	17.75	18.23	18.71
	O	21.59	22.31	23.03	23.75	24.47	25.19	25.91	26.63	27.35	28.07
5	B	16.10	16.64	17.18	17.71	18.25	18.79	19.32	19.86	20.40	20.93
	O	24.15	24.96	25.77	26.57	27.38	28.19	28.98	29.79	30.60	31.40
6	B	17.95	18.55	19.15	19.75	20.34	20.94	21.54	22.14	22.74	23.33
	O	26.93	27.83	28.73	29.63	30.51	31.41	32.31	33.21	34.11	35.00
7	B	19.95	20.61	21.28	21.94	22.61	23.27	23.94	24.60	25.27	25.93
	O	29.93	30.92	31.92	32.91	33.92	34.91	35.91	36.90	37.91	38.90
8	B	22.09	22.83	23.56	24.30	25.04	25.77	26.51	27.24	27.98	28.72
	O	33.14	34.25	35.34	36.45	37.56	38.66	39.77	40.31	40.31	40.31
9	B	24.40	25.21	26.03	26.84	27.65	28.47	29.28	30.09	30.90	31.72
	O	36.60	37.82	39.05	40.26	40.31	40.31	40.31	40.31	40.31	40.31
10	B	26.87	27.77	28.66	29.56	30.45	31.35	32.25	33.14	34.04	34.93
	O	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31
11	B	29.52	30.51	31.49	32.47	33.46	34.44	35.43	36.41	37.39	38.38
	O	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31
12	B	35.38	36.56	37.74	38.92	40.10	41.28	42.46	43.64	44.82	46.00
	O	40.31	40.31	40.31	40.31	40.31	41.28	42.46	43.64	44.82	46.00
13	B	42.08	43.48	44.88	46.28	47.69	49.09	50.49	51.89	53.30	54.70
	O	42.08	43.48	44.88	46.28	47.69	49.09	50.49	51.89	53.30	54.70
14	B	49.72	51.38	53.04	54.69	56.35	58.01	59.67	61.32	62.98	64.64
	O	49.72	51.38	53.04	54.69	56.35	58.01	59.67	61.32	62.98	64.64
15	B	58.49	60.44	62.39	64.34	66.29	68.24	70.19	72.14	74.08	74.51
	O	58.49	60.44	62.39	64.34	66.29	68.24	70.19	72.14	74.08	74.51

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

SALARY TABLE 2011-DET
INCORPORATING A LOCALITY PAYMENT OF 24.09%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-FLINT, MI
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.59	\$ 10.94	\$ 11.29	\$ 11.64	\$ 11.99	\$ 12.20	\$ 12.55	\$ 12.90	\$ 12.91	\$ 13.24
	O	15.89	16.41	16.94	17.46	17.99	18.30	18.83	19.35	19.37	19.86
2	B	11.90	12.18	12.58	12.91	13.06	13.44	13.83	14.21	14.59	14.98
	O	17.85	18.27	18.87	19.37	19.59	20.16	20.75	21.32	21.89	22.47
3	B	12.99	13.42	13.85	14.28	14.72	15.15	15.58	16.02	16.45	16.88
	O	19.49	20.13	20.78	21.42	22.08	22.73	23.37	24.03	24.68	25.32
4	B	14.58	15.06	15.55	16.04	16.52	17.01	17.49	17.98	18.46	18.95
	O	21.87	22.59	23.33	24.06	24.78	25.52	26.24	26.97	27.69	28.43
5	B	16.31	16.85	17.40	17.94	18.48	19.03	19.57	20.11	20.66	21.20
	O	24.47	25.28	26.10	26.91	27.72	28.55	29.36	30.17	30.99	31.80
6	B	18.18	18.79	19.39	20.00	20.60	21.21	21.82	22.42	23.03	23.63
	O	27.27	28.19	29.09	30.00	30.90	31.82	32.73	33.63	34.55	35.45
7	B	20.20	20.88	21.55	22.22	22.90	23.57	24.25	24.92	25.59	26.27
	O	30.30	31.32	32.33	33.33	34.35	35.36	36.38	37.38	38.39	39.41
8	B	22.37	23.12	23.87	24.61	25.36	26.10	26.85	27.59	28.34	29.09
	O	33.56	34.68	35.81	36.92	38.04	39.15	40.28	40.82	40.82	40.82
9	B	24.71	25.54	26.36	27.18	28.01	28.83	29.65	30.48	31.30	32.12
	O	37.07	38.31	39.54	40.77	40.82	40.82	40.82	40.82	40.82	40.82
10	B	27.21	28.12	29.03	29.94	30.84	31.75	32.66	33.57	34.47	35.38
	O	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82
11	B	29.90	30.90	31.89	32.89	33.89	34.88	35.88	36.88	37.87	38.87
	O	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82	40.82
12	B	35.84	37.03	38.23	39.42	40.62	41.81	43.01	44.20	45.39	46.59
	O	40.82	40.82	40.82	40.82	40.82	41.81	43.01	44.20	45.39	46.59
13	B	42.62	44.04	45.46	46.88	48.30	49.72	51.14	52.56	53.98	55.40
	O	42.62	44.04	45.46	46.88	48.30	49.72	51.14	52.56	53.98	55.40
14	B	50.36	52.04	53.72	55.40	57.07	58.75	60.43	62.11	63.79	65.47
	O	50.36	52.04	53.72	55.40	57.07	58.75	60.43	62.11	63.79	65.47
15	B	59.24	61.21	63.19	65.16	67.14	69.11	71.09	73.06	74.51	74.51
	O	59.24	61.21	63.19	65.16	67.14	69.11	71.09	73.06	74.51	74.51

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

SALARY TABLE 2011-HAR
INCORPORATING A LOCALITY PAYMENT OF 25.82%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD-WILLIMANTIC, CT-MA
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.73	\$ 11.09	\$ 11.45	\$ 11.80	\$ 12.16	\$ 12.37	\$ 12.72	\$ 13.08	\$ 13.09	\$ 13.43
	O	16.10	16.64	17.18	17.70	18.24	18.56	19.08	19.62	19.64	20.15
2	B	12.07	12.35	12.75	13.09	13.24	13.63	14.02	14.41	14.80	15.19
	O	18.11	18.53	19.13	19.64	19.86	20.45	21.03	21.62	22.20	22.79
3	B	13.17	13.61	14.04	14.48	14.92	15.36	15.80	16.24	16.68	17.12
	O	19.76	20.42	21.06	21.72	22.38	23.04	23.70	24.36	25.02	25.68
4	B	14.78	15.27	15.77	16.26	16.75	17.24	17.74	18.23	18.72	19.21
	O	22.17	22.91	23.66	24.39	25.13	25.86	26.61	27.35	28.08	28.82
5	B	16.54	17.09	17.64	18.19	18.74	19.29	19.84	20.39	20.95	21.50
	O	24.81	25.64	26.46	27.29	28.11	28.94	29.76	30.59	31.43	32.25
6	B	18.43	19.05	19.66	20.28	20.89	21.51	22.12	22.73	23.35	23.96
	O	27.65	28.58	29.49	30.42	31.34	32.27	33.18	34.10	35.03	35.94
7	B	20.48	21.17	21.85	22.53	23.22	23.90	24.58	25.27	25.95	26.63
	O	30.72	31.76	32.78	33.80	34.83	35.85	36.87	37.91	38.93	39.95
8	B	22.69	23.44	24.20	24.95	25.71	26.47	27.22	27.98	28.74	29.49
	O	34.04	35.16	36.30	37.43	38.57	39.71	40.83	41.99	41.99	41.99
9	B	25.06	25.89	26.73	27.56	28.40	29.23	30.07	30.90	31.74	32.57
	O	37.59	38.84	40.10	41.34	41.39	41.39	41.39	41.39	41.39	41.39
10	B	27.59	28.51	29.43	30.35	31.27	32.19	33.11	34.03	34.95	35.87
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
11	B	30.32	31.33	32.34	33.35	34.36	35.37	36.38	37.39	38.40	39.41
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
12	B	36.34	37.55	38.76	39.97	41.18	42.39	43.60	44.82	46.03	47.24
	O	41.39	41.39	41.39	41.39	41.39	42.39	43.60	44.82	46.03	47.24
13	B	43.21	44.65	46.09	47.53	48.97	50.41	51.85	53.29	54.73	56.17
	O	43.21	44.65	46.09	47.53	48.97	50.41	51.85	53.29	54.73	56.17
14	B	51.06	52.76	54.47	56.17	57.87	59.57	61.27	62.98	64.68	66.38
	O	51.06	52.76	54.47	56.17	57.87	59.57	61.27	62.98	64.68	66.38
15	B	60.06	62.07	64.07	66.07	68.07	70.07	72.08	74.08	74.51	74.51
	O	60.06	62.07	64.07	66.07	68.07	70.07	72.08	74.08	74.51	74.51

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

SALARY TABLE 2011-HOU
INCORPORATING A LOCALITY PAYMENT OF 28.71%
FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.98	\$ 11.35	\$ 11.71	\$ 12.07	\$ 12.44	\$ 12.65	\$ 13.02	\$ 13.38	\$ 13.39	\$ 13.73
	O	16.47	17.03	17.57	18.11	18.66	18.98	19.53	20.07	20.09	20.60
2	B	12.34	12.64	13.05	13.39	13.54	13.94	14.34	14.74	15.14	15.54
	O	18.51	18.96	19.58	20.09	20.31	20.91	21.51	22.11	22.71	23.31
3	B	13.47	13.92	14.37	14.82	15.26	15.71	16.16	16.61	17.06	17.51
	O	20.21	20.88	21.56	22.23	22.89	23.57	24.24	24.92	25.59	26.27
4	B	15.12	15.62	16.13	16.63	17.14	17.64	18.14	18.65	19.15	19.66
	O	22.68	23.43	24.20	24.95	25.71	26.46	27.21	27.98	28.73	29.49
5	B	16.92	17.48	18.04	18.61	19.17	19.74	20.30	20.86	21.43	21.99
	O	25.38	26.22	27.06	27.92	28.76	29.61	30.45	31.29	32.15	32.99
6	B	18.86	19.49	20.11	20.74	21.37	22.00	22.63	23.26	23.89	24.51
	O	28.29	29.24	30.17	31.11	32.06	33.00	33.95	34.89	35.84	36.77
7	B	20.96	21.65	22.35	23.05	23.75	24.45	25.15	25.85	26.55	27.24
	O	31.44	32.48	33.53	34.58	35.63	36.68	37.73	38.78	39.83	40.86
8	B	23.21	23.98	24.75	25.53	26.30	27.07	27.85	28.62	29.39	30.17
	O	34.82	35.97	37.13	38.30	39.45	40.61	41.78	42.35	42.35	42.35
9	B	25.63	26.49	27.34	28.20	29.05	29.90	30.76	31.61	32.47	33.32
	O	38.45	39.74	41.01	42.30	42.35	42.35	42.35	42.35	42.35	42.35
10	B	28.23	29.17	30.11	31.05	31.99	32.93	33.87	34.82	35.76	36.70
	O	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35
11	B	31.01	32.05	33.08	34.11	35.15	36.18	37.21	38.25	39.28	40.32
	O	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35
12	B	37.17	38.41	39.65	40.89	42.13	43.37	44.61	45.85	47.08	48.32
	O	42.35	42.35	42.35	42.35	42.35	43.37	44.61	45.85	47.08	48.32
13	B	44.20	45.68	47.15	48.62	50.10	51.57	53.04	54.52	55.99	57.46
	O	44.20	45.68	47.15	48.62	50.10	51.57	53.04	54.52	55.99	57.46
14	B	52.23	53.98	55.72	57.46	59.20	60.94	62.68	64.42	66.16	67.90
	O	52.23	53.98	55.72	57.46	59.20	60.94	62.68	64.42	66.16	67.90
15	B	61.44	63.49	65.54	67.59	69.64	71.68	73.73	74.51	74.51	74.51
	O	61.44	63.49	65.54	67.59	69.64	71.68	73.73	74.51	74.51	74.51

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

SALARY TABLE 2011-HNT
INCORPORATING A LOCALITY PAYMENT OF 16.02%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR, AL
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.90	\$ 10.23	\$ 10.56	\$ 10.88	\$ 11.21	\$ 11.41	\$ 11.73	\$ 12.06	\$ 12.07	\$ 12.38
	O	14.85	15.35	15.84	16.32	16.82	17.12	17.60	18.09	18.11	18.57
2	B	11.13	11.39	11.76	12.07	12.21	12.57	12.93	13.29	13.64	14.00
	O	16.70	17.09	17.64	18.11	18.32	18.86	19.40	19.94	20.46	21.00
3	B	12.14	12.55	12.95	13.36	13.76	14.16	14.57	14.97	15.38	15.78
	O	18.21	18.83	19.43	20.04	20.64	21.24	21.86	22.46	23.07	23.67
4	B	13.63	14.08	14.54	14.99	15.45	15.90	16.36	16.81	17.26	17.72
	O	20.45	21.12	21.81	22.49	23.18	23.85	24.54	25.22	25.89	26.58
5	B	15.25	15.76	16.27	16.77	17.28	17.79	18.30	18.81	19.31	19.82
	O	22.88	23.64	24.41	25.16	25.92	26.69	27.45	28.22	28.97	29.73
6	B	17.00	17.56	18.13	18.70	19.26	19.83	20.40	20.96	21.53	22.10
	O	25.50	26.34	27.20	28.05	28.89	29.75	30.60	31.44	32.30	33.15
7	B	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56
	O	28.34	29.28	30.23	31.17	32.12	33.06	34.01	34.95	35.90	36.84
8	B	20.92	21.62	22.31	23.01	23.71	24.41	25.10	25.80	26.50	27.19
	O	31.38	32.43	33.47	34.52	35.57	36.62	37.65	38.18	38.18	38.18
9	B	23.11	23.88	24.65	25.42	26.19	26.96	27.73	28.50	29.26	30.03
	O	34.67	35.82	36.98	38.13	38.18	38.18	38.18	38.18	38.18	38.18
10	B	25.45	26.29	27.14	27.99	28.84	29.69	30.53	31.38	32.23	33.08
	O	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18
11	B	27.96	28.89	29.82	30.75	31.68	32.61	33.55	34.48	35.41	36.34
	O	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18	38.18
12	B	33.51	34.62	35.74	36.86	37.97	39.09	40.21	41.33	42.44	43.56
	O	38.18	38.18	38.18	38.18	38.18	39.09	40.21	41.33	42.44	43.56
13	B	39.84	41.17	42.50	43.83	45.16	46.49	47.81	49.14	50.47	51.80
	O	39.84	41.17	42.50	43.83	45.16	46.49	47.81	49.14	50.47	51.80
14	B	47.08	48.65	50.22	51.79	53.36	54.93	56.50	58.07	59.64	61.21
	O	47.08	48.65	50.22	51.79	53.36	54.93	56.50	58.07	59.64	61.21
15	B	55.38	57.23	59.08	60.92	62.77	64.62	66.46	68.31	70.15	72.00
	O	55.38	57.23	59.08	60.92	62.77	64.62	66.46	68.31	70.15	72.00

SALARY TABLE 2011-IND
INCORPORATING A LOCALITY PAYMENT OF 14.68%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-ANDERSON-COLUMBUS, IN
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.78	\$ 10.11	\$ 10.44	\$ 10.76	\$ 11.08	\$ 11.28	\$ 11.60	\$ 11.92	\$ 11.93	\$ 12.24
	O	14.67	15.17	15.66	16.14	16.62	16.92	17.40	17.88	17.90	18.36
2	B	11.00	11.26	11.62	11.93	12.07	12.42	12.78	13.13	13.49	13.84
	O	16.50	16.89	17.43	17.90	18.11	18.63	19.17	19.70	20.24	20.76
3	B	12.00	12.40	12.80	13.20	13.60	14.00	14.40	14.80	15.20	15.60
	O	18.00	18.60	19.20	19.80	20.40	21.00	21.60	22.20	22.80	23.40
4	B	13.47	13.92	14.37	14.82	15.27	15.72	16.17	16.62	17.06	17.51
	O	20.21	20.88	21.56	22.23	22.91	23.58	24.26	24.93	25.59	26.27
5	B	15.07	15.58	16.08	16.58	17.08	17.58	18.09	18.59	19.09	19.59
	O	22.61	23.37	24.12	24.87	25.62	26.37	27.14	27.89	28.64	29.39
6	B	16.80	17.36	17.92	18.48	19.04	19.60	20.16	20.72	21.28	21.84
	O	25.20	26.04	26.88	27.72	28.56	29.40	30.24	31.08	31.92	32.76
7	B	18.67	19.29	19.92	20.54	21.16	21.78	22.41	23.03	23.65	24.27
	O	28.01	28.94	29.88	30.81	31.74	32.67	33.62	34.55	35.48	36.41
8	B	20.68	21.37	22.06	22.75	23.43	24.12	24.81	25.50	26.19	26.88
	O	31.02	32.06	33.09	34.13	35.15	36.18	37.22	37.73	37.73	37.73
9	B	22.84	23.60	24.36	25.12	25.88	26.64	27.40	28.17	28.93	29.69
	O	34.26	35.40	36.54	37.68	37.73	37.73	37.73	37.73	37.73	37.73
10	B	25.15	25.99	26.83	27.67	28.51	29.34	30.18	31.02	31.86	32.70
	O	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73
11	B	27.63	28.55	29.47	30.40	31.32	32.24	33.16	34.08	35.00	35.92
	O	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73	37.73
12	B	33.12	34.22	35.33	36.43	37.54	38.64	39.74	40.85	41.95	43.06
	O	37.73	37.73	37.73	37.73	37.73	38.64	39.74	40.85	41.95	43.06
13	B	39.38	40.70	42.01	43.32	44.64	45.95	47.26	48.57	49.89	51.20
	O	39.38	40.70	42.01	43.32	44.64	45.95	47.26	48.57	49.89	51.20
14	B	46.54	48.09	49.64	51.19	52.75	54.30	55.85	57.40	58.95	60.50
	O	46.54	48.09	49.64	51.19	52.75	54.30	55.85	57.40	58.95	60.50
15	B	54.75	56.57	58.39	60.22	62.04	63.87	65.69	67.52	69.34	71.17
	O	54.75	56.57	58.39	60.22	62.04	63.87	65.69	67.52	69.34	71.17

SALARY TABLE 2011-LA
INCORPORATING A LOCALITY PAYMENT OF 27.16%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH-RIVERSIDE, CA
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.85	\$ 11.21	\$ 11.57	\$ 11.93	\$ 12.29	\$ 12.50	\$ 12.86	\$ 13.22	\$ 13.23	\$ 13.57
	O	16.28	16.82	17.36	17.90	18.44	18.75	19.29	19.83	19.85	20.36
2	B	12.20	12.49	12.89	13.23	13.38	13.77	14.17	14.56	14.95	15.35
	O	18.30	18.74	19.34	19.85	20.07	20.66	21.26	21.84	22.43	23.03
3	B	13.31	13.75	14.19	14.64	15.08	15.52	15.97	16.41	16.86	17.30
	O	19.97	20.63	21.29	21.96	22.62	23.28	23.96	24.62	25.29	25.95
4	B	14.94	15.44	15.93	16.43	16.93	17.43	17.93	18.42	18.92	19.42
	O	22.41	23.16	23.90	24.65	25.40	26.15	26.90	27.63	28.38	29.13
5	B	16.71	17.27	17.83	18.38	18.94	19.50	20.06	20.61	21.17	21.73
	O	25.07	25.91	26.75	27.57	28.41	29.25	30.09	30.92	31.76	32.60
6	B	18.63	19.25	19.87	20.49	21.11	21.74	22.36	22.98	23.60	24.22
	O	27.95	28.88	29.81	30.74	31.67	32.61	33.54	34.47	35.40	36.33
7	B	20.70	21.39	22.08	22.77	23.46	24.15	24.85	25.54	26.23	26.92
	O	31.05	32.09	33.12	34.16	35.19	36.23	37.28	38.31	39.35	40.38
8	B	22.93	23.69	24.46	25.22	25.98	26.75	27.51	28.28	29.04	29.80
	O	34.40	35.54	36.69	37.83	38.97	40.13	41.27	41.84	41.84	41.84
9	B	25.32	26.17	27.01	27.86	28.70	29.54	30.39	31.23	32.08	32.92
	O	37.98	39.26	40.52	41.79	41.84	41.84	41.84	41.84	41.84	41.84
10	B	27.89	28.82	29.75	30.68	31.61	32.54	33.47	34.40	35.33	36.26
	O	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84
11	B	30.64	31.66	32.68	33.70	34.72	35.75	36.77	37.79	38.81	39.83
	O	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84
12	B	36.72	37.95	39.17	40.40	41.62	42.85	44.07	45.29	46.52	47.74
	O	41.84	41.84	41.84	41.84	41.84	42.85	44.07	45.29	46.52	47.74
13	B	43.67	45.13	46.58	48.04	49.49	50.95	52.40	53.86	55.32	56.77
	O	43.67	45.13	46.58	48.04	49.49	50.95	52.40	53.86	55.32	56.77
14	B	51.61	53.33	55.05	56.77	58.49	60.21	61.93	63.65	65.37	67.09
	O	51.61	53.33	55.05	56.77	58.49	60.21	61.93	63.65	65.37	67.09
15	B	60.70	62.73	64.75	66.77	68.80	70.82	72.84	74.51	74.51	74.51
	O	60.70	62.73	64.75	66.77	68.80	70.82	72.84	74.51	74.51	74.51

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

SALARY TABLE 2011-MFL
INCORPORATING A LOCALITY PAYMENT OF 20.79%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.30	\$ 10.65	\$ 10.99	\$ 11.33	\$ 11.67	\$ 11.88	\$ 12.21	\$ 12.56	\$ 12.57	\$ 12.89
	O	15.45	15.98	16.49	17.00	17.51	17.82	18.32	18.84	18.86	19.34
2	B	11.59	11.86	12.24	12.57	12.71	13.08	13.46	13.83	14.21	14.58
	O	17.39	17.79	18.36	18.86	19.07	19.62	20.19	20.75	21.32	21.87
3	B	12.64	13.06	13.48	13.90	14.33	14.75	15.17	15.59	16.01	16.43
	O	18.96	19.59	20.22	20.85	21.50	22.13	22.76	23.39	24.02	24.65
4	B	14.19	14.66	15.14	15.61	16.08	16.55	17.03	17.50	17.97	18.45
	O	21.29	21.99	22.71	23.42	24.12	24.83	25.55	26.25	26.96	27.68
5	B	15.88	16.41	16.93	17.46	17.99	18.52	19.05	19.58	20.11	20.64
	O	23.82	24.62	25.40	26.19	26.99	27.78	28.58	29.37	30.17	30.96
6	B	17.70	18.29	18.88	19.47	20.06	20.65	21.24	21.83	22.42	23.01
	O	26.55	27.44	28.32	29.21	30.09	30.98	31.86	32.75	33.63	34.52
7	B	19.67	20.32	20.98	21.63	22.29	22.94	23.60	24.26	24.91	25.57
	O	29.51	30.48	31.47	32.45	33.44	34.41	35.40	36.39	37.37	38.36
8	B	21.78	22.51	23.23	23.96	24.68	25.41	26.13	26.86	27.59	28.31
	O	32.67	33.77	34.85	35.94	37.02	38.12	39.20	39.74	39.74	39.74
9	B	24.06	24.86	25.66	26.46	27.26	28.06	28.87	29.67	30.47	31.27
	O	36.09	37.29	38.49	39.69	39.74	39.74	39.74	39.74	39.74	39.74
10	B	26.49	27.37	28.26	29.14	30.02	30.91	31.79	32.67	33.56	34.44
	O	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74
11	B	29.10	30.07	31.05	32.01	32.98	33.95	34.92	35.90	36.86	37.84
	O	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74	39.74
12	B	34.89	36.05	37.21	38.37	39.54	40.70	41.86	43.02	44.19	45.35
	O	39.74	39.74	39.74	39.74	39.74	40.70	41.86	43.02	44.19	45.35
13	B	41.48	42.87	44.25	45.63	47.01	48.40	49.78	51.16	52.54	53.93
	O	41.48	42.87	44.25	45.63	47.01	48.40	49.78	51.16	52.54	53.93
14	B	49.02	50.65	52.29	53.92	55.56	57.19	58.82	60.46	62.09	63.73
	O	49.02	50.65	52.29	53.92	55.56	57.19	58.82	60.46	62.09	63.73
15	B	57.66	59.58	61.51	63.43	65.35	67.27	69.19	71.12	73.04	74.51
	O	57.66	59.58	61.51	63.43	65.35	67.27	69.19	71.12	73.04	74.51

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

SALARY TABLE 2011-MIL
INCORPORATING A LOCALITY PAYMENT OF 18.10%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.07	\$ 10.41	\$ 10.75	\$ 11.08	\$ 11.41	\$ 11.61	\$ 11.94	\$ 12.28	\$ 12.29	\$ 12.60
	O	15.11	15.62	16.13	16.62	17.12	17.42	17.91	18.42	18.44	18.90
2	B	11.33	11.60	11.97	12.29	12.43	12.79	13.16	13.52	13.89	14.26
	O	17.00	17.40	17.96	18.44	18.65	19.19	19.74	20.28	20.84	21.39
3	B	12.36	12.77	13.18	13.59	14.01	14.42	14.83	15.24	15.65	16.07
	O	18.54	19.16	19.77	20.39	21.02	21.63	22.25	22.86	23.48	24.11
4	B	13.87	14.34	14.80	15.26	15.72	16.19	16.65	17.11	17.57	18.04
	O	20.81	21.51	22.20	22.89	23.58	24.29	24.98	25.67	26.36	27.06
5	B	15.52	16.04	16.56	17.07	17.59	18.11	18.63	19.14	19.66	20.18
	O	23.28	24.06	24.84	25.61	26.39	27.17	27.95	28.71	29.49	30.27
6	B	17.30	17.88	18.46	19.03	19.61	20.19	20.76	21.34	21.92	22.49
	O	25.95	26.82	27.69	28.55	29.42	30.29	31.14	32.01	32.88	33.74
7	B	19.23	19.87	20.51	21.15	21.79	22.43	23.08	23.72	24.36	25.00
	O	28.85	29.81	30.77	31.73	32.69	33.65	34.62	35.58	36.54	37.50
8	B	21.29	22.00	22.71	23.42	24.13	24.84	25.55	26.26	26.97	27.68
	O	31.94	33.00	34.07	35.13	36.20	37.26	38.33	38.85	38.85	38.85
9	B	23.52	24.30	25.09	25.87	26.66	27.44	28.22	29.01	29.79	30.57
	O	35.28	36.45	37.64	38.81	38.85	38.85	38.85	38.85	38.85	38.85
10	B	25.90	26.76	27.63	28.49	29.36	30.22	31.08	31.95	32.81	33.67
	O	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85
11	B	28.46	29.40	30.35	31.30	32.25	33.20	34.15	35.10	36.04	36.99
	O	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85	38.85
12	B	34.11	35.24	36.38	37.52	38.66	39.79	40.93	42.07	43.20	44.34
	O	38.85	38.85	38.85	38.85	38.85	39.79	40.93	42.07	43.20	44.34
13	B	40.56	41.91	43.26	44.61	45.97	47.32	48.67	50.02	51.37	52.73
	O	40.56	41.91	43.26	44.61	45.97	47.32	48.67	50.02	51.37	52.73
14	B	47.93	49.53	51.12	52.72	54.32	55.92	57.51	59.11	60.71	62.31
	O	47.93	49.53	51.12	52.72	54.32	55.92	57.51	59.11	60.71	62.31
15	B	56.38	58.26	60.14	62.02	63.90	65.77	67.65	69.53	71.41	73.29
	O	56.38	58.26	60.14	62.02	63.90	65.77	67.65	69.53	71.41	73.29

SALARY TABLE 2011-MSP
INCORPORATING A LOCALITY PAYMENT OF 20.96%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.32	\$ 10.66	\$ 11.01	\$ 11.35	\$ 11.69	\$ 11.89	\$ 12.23	\$ 12.57	\$ 12.59	\$ 12.91
	O	15.48	15.99	16.52	17.03	17.54	17.84	18.35	18.86	18.89	19.37
2	B	11.60	11.88	12.26	12.59	12.73	13.10	13.48	13.85	14.23	14.60
	O	17.40	17.82	18.39	18.89	19.10	19.65	20.22	20.78	21.35	21.90
3	B	12.66	13.08	13.50	13.92	14.35	14.77	15.19	15.61	16.03	16.46
	O	18.99	19.62	20.25	20.88	21.53	22.16	22.79	23.42	24.05	24.69
4	B	14.21	14.68	15.16	15.63	16.10	16.58	17.05	17.53	18.00	18.47
	O	21.32	22.02	22.74	23.45	24.15	24.87	25.58	26.30	27.00	27.71
5	B	15.90	16.43	16.96	17.49	18.02	18.55	19.08	19.61	20.14	20.67
	O	23.85	24.65	25.44	26.24	27.03	27.83	28.62	29.42	30.21	31.01
6	B	17.72	18.31	18.90	19.49	20.08	20.68	21.27	21.86	22.45	23.04
	O	26.58	27.47	28.35	29.24	30.12	31.02	31.91	32.79	33.68	34.56
7	B	19.69	20.35	21.01	21.66	22.32	22.98	23.63	24.29	24.95	25.60
	O	29.54	30.53	31.52	32.49	33.48	34.47	35.45	36.44	37.43	38.40
8	B	21.81	22.54	23.26	23.99	24.72	25.44	26.17	26.90	27.62	28.35
	O	32.72	33.81	34.89	35.99	37.08	38.16	39.26	39.80	39.80	39.80
9	B	24.09	24.89	25.69	26.50	27.30	28.10	28.91	29.71	30.51	31.31
	O	36.14	37.34	38.54	39.75	39.80	39.80	39.80	39.80	39.80	39.80
10	B	26.53	27.41	28.30	29.18	30.07	30.95	31.84	32.72	33.60	34.49
	O	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80
11	B	29.15	30.12	31.09	32.06	33.03	34.00	34.97	35.95	36.92	37.89
	O	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80
12	B	34.93	36.10	37.26	38.43	39.59	40.76	41.92	43.08	44.25	45.41
	O	39.80	39.80	39.80	39.80	39.80	40.76	41.92	43.08	44.25	45.41
13	B	41.54	42.93	44.31	45.70	47.08	48.46	49.85	51.23	52.62	54.00
	O	41.54	42.93	44.31	45.70	47.08	48.46	49.85	51.23	52.62	54.00
14	B	49.09	50.73	52.36	54.00	55.63	57.27	58.91	60.54	62.18	63.82
	O	49.09	50.73	52.36	54.00	55.63	57.27	58.91	60.54	62.18	63.82
15	B	57.74	59.67	61.59	63.52	65.44	67.37	69.29	71.22	73.14	74.51
	O	57.74	59.67	61.59	63.52	65.44	67.37	69.29	71.22	73.14	74.51

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

SALARY TABLE 2011-NY
INCORPORATING A LOCALITY PAYMENT OF 28.72%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.98	\$ 11.35	\$ 11.71	\$ 12.08	\$ 12.44	\$ 12.66	\$ 13.02	\$ 13.38	\$ 13.39	\$ 13.74
	O	16.47	17.03	17.57	18.12	18.66	18.99	19.53	20.07	20.09	20.61
2	B	12.35	12.64	13.05	13.39	13.54	13.94	14.34	14.74	15.14	15.54
	O	18.53	18.96	19.58	20.09	20.31	20.91	21.51	22.11	22.71	23.31
3	B	13.47	13.92	14.37	14.82	15.27	15.72	16.16	16.61	17.06	17.51
	O	20.21	20.88	21.56	22.23	22.91	23.58	24.24	24.92	25.59	26.27
4	B	15.12	15.63	16.13	16.63	17.14	17.64	18.15	18.65	19.15	19.66
	O	22.68	23.45	24.20	24.95	25.71	26.46	27.23	27.98	28.73	29.49
5	B	16.92	17.48	18.05	18.61	19.17	19.74	20.30	20.86	21.43	21.99
	O	25.38	26.22	27.08	27.92	28.76	29.61	30.45	31.29	32.15	32.99
6	B	18.86	19.49	20.12	20.74	21.37	22.00	22.63	23.26	23.89	24.52
	O	28.29	29.24	30.18	31.11	32.06	33.00	33.95	34.89	35.84	36.78
7	B	20.96	21.66	22.36	23.05	23.75	24.45	25.15	25.85	26.55	27.25
	O	31.44	32.49	33.54	34.58	35.63	36.68	37.73	38.78	39.83	40.88
8	B	23.21	23.98	24.76	25.53	26.30	27.08	27.85	28.62	29.40	30.17
	O	34.82	35.97	37.14	38.30	39.45	40.62	41.78	42.35	42.35	42.35
9	B	25.63	26.49	27.34	28.20	29.05	29.91	30.76	31.61	32.47	33.32
	O	38.45	39.74	41.01	42.30	42.35	42.35	42.35	42.35	42.35	42.35
10	B	28.23	29.17	30.11	31.05	32.00	32.94	33.88	34.82	35.76	36.70
	O	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35
11	B	31.02	32.05	33.08	34.12	35.15	36.18	37.22	38.25	39.29	40.32
	O	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35	42.35
12	B	37.18	38.41	39.65	40.89	42.13	43.37	44.61	45.85	47.09	48.33
	O	42.35	42.35	42.35	42.35	42.35	43.37	44.61	45.85	47.09	48.33
13	B	44.21	45.68	47.15	48.63	50.10	51.57	53.05	54.52	55.99	57.47
	O	44.21	45.68	47.15	48.63	50.10	51.57	53.05	54.52	55.99	57.47
14	B	52.24	53.98	55.72	57.46	59.20	60.94	62.69	64.43	66.17	67.91
	O	52.24	53.98	55.72	57.46	59.20	60.94	62.69	64.43	66.17	67.91
15	B	61.45	63.50	65.54	67.59	69.64	71.69	73.74	74.51	74.51	74.51
	O	61.45	63.50	65.54	67.59	69.64	71.69	73.74	74.51	74.51	74.51

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

SALARY TABLE 2011-PHL
INCORPORATING A LOCALITY PAYMENT OF 21.79%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.39	\$ 10.74	\$ 11.08	\$ 11.43	\$ 11.77	\$ 11.97	\$ 12.32	\$ 12.66	\$ 12.67	\$ 13.00
	O	15.59	16.11	16.62	17.15	17.66	17.96	18.48	18.99	19.01	19.50
2	B	11.68	11.96	12.35	12.67	12.82	13.19	13.57	13.95	14.32	14.70
	O	17.52	17.94	18.53	19.01	19.23	19.79	20.36	20.93	21.48	22.05
3	B	12.75	13.17	13.59	14.02	14.44	14.87	15.29	15.72	16.14	16.57
	O	19.13	19.76	20.39	21.03	21.66	22.31	22.94	23.58	24.21	24.86
4	B	14.31	14.78	15.26	15.74	16.22	16.69	17.17	17.65	18.12	18.60
	O	21.47	22.17	22.89	23.61	24.33	25.04	25.76	26.48	27.18	27.90
5	B	16.01	16.54	17.07	17.61	18.14	18.67	19.21	19.74	20.27	20.81
	O	24.02	24.81	25.61	26.42	27.21	28.01	28.82	29.61	30.41	31.22
6	B	17.84	18.44	19.03	19.63	20.22	20.82	21.41	22.01	22.60	23.20
	O	26.76	27.66	28.55	29.45	30.33	31.23	32.12	33.02	33.90	34.80
7	B	19.83	20.49	21.15	21.81	22.47	23.13	23.80	24.46	25.12	25.78
	O	29.75	30.74	31.73	32.72	33.71	34.70	35.70	36.69	37.68	38.67
8	B	21.96	22.69	23.42	24.16	24.89	25.62	26.35	27.08	27.81	28.55
	O	32.94	34.04	35.13	36.24	37.34	38.43	39.53	40.07	40.07	40.07
9	B	24.25	25.06	25.87	26.68	27.49	28.30	29.10	29.91	30.72	31.53
	O	36.38	37.59	38.81	40.02	40.07	40.07	40.07	40.07	40.07	40.07
10	B	26.71	27.60	28.49	29.38	30.27	31.16	32.05	32.94	33.83	34.72
	O	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07
11	B	29.35	30.32	31.30	32.28	33.26	34.24	35.21	36.19	37.17	38.15
	O	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07
12	B	35.17	36.35	37.52	38.69	39.86	41.04	42.21	43.38	44.55	45.73
	O	40.07	40.07	40.07	40.07	40.07	41.04	42.21	43.38	44.55	45.73
13	B	41.83	43.22	44.61	46.01	47.40	48.80	50.19	51.59	52.98	54.37
	O	41.83	43.22	44.61	46.01	47.40	48.80	50.19	51.59	52.98	54.37
14	B	49.43	51.07	52.72	54.37	56.02	57.66	59.31	60.96	62.61	64.25
	O	49.43	51.07	52.72	54.37	56.02	57.66	59.31	60.96	62.61	64.25
15	B	58.14	60.08	62.02	63.95	65.89	67.83	69.77	71.71	73.64	74.51
	O	58.14	60.08	62.02	63.95	65.89	67.83	69.77	71.71	73.64	74.51

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

SALARY TABLE 2011-PX
INCORPORATING A LOCALITY PAYMENT OF 16.76%
FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.96	\$ 10.29	\$ 10.62	\$ 10.95	\$ 11.29	\$ 11.48	\$ 11.81	\$ 12.14	\$ 12.15	\$ 12.46
	O	14.94	15.44	15.93	16.43	16.94	17.22	17.72	18.21	18.23	18.69
2	B	11.20	11.47	11.84	12.15	12.29	12.65	13.01	13.37	13.73	14.09
	O	16.80	17.21	17.76	18.23	18.44	18.98	19.52	20.06	20.60	21.14
3	B	12.22	12.63	13.03	13.44	13.85	14.25	14.66	15.07	15.48	15.88
	O	18.33	18.95	19.55	20.16	20.78	21.38	21.99	22.61	23.22	23.82
4	B	13.72	14.17	14.63	15.09	15.55	16.00	16.46	16.92	17.37	17.83
	O	20.58	21.26	21.95	22.64	23.33	24.00	24.69	25.38	26.06	26.75
5	B	15.35	15.86	16.37	16.88	17.39	17.90	18.41	18.93	19.44	19.95
	O	23.03	23.79	24.56	25.32	26.09	26.85	27.62	28.40	29.16	29.93
6	B	17.11	17.68	18.25	18.82	19.39	19.96	20.53	21.10	21.67	22.24
	O	25.67	26.52	27.38	28.23	29.09	29.94	30.80	31.65	32.51	33.36
7	B	19.01	19.64	20.28	20.91	21.55	22.18	22.81	23.45	24.08	24.71
	O	28.52	29.46	30.42	31.37	32.33	33.27	34.22	35.18	36.12	37.07
8	B	21.05	21.75	22.46	23.16	23.86	24.56	25.26	25.96	26.67	27.37
	O	31.58	32.63	33.69	34.74	35.79	36.84	37.89	38.42	38.42	38.42
9	B	23.25	24.03	24.80	25.58	26.35	27.13	27.90	28.68	29.45	30.23
	O	34.88	36.05	37.20	38.37	38.42	38.42	38.42	38.42	38.42	38.42
10	B	25.61	26.46	27.31	28.17	29.02	29.88	30.73	31.58	32.44	33.29
	O	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42
11	B	28.13	29.07	30.01	30.95	31.88	32.82	33.76	34.70	35.63	36.57
	O	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42	38.42
12	B	33.72	34.85	35.97	37.09	38.22	39.34	40.46	41.59	42.71	43.84
	O	38.42	38.42	38.42	38.42	38.42	39.34	40.46	41.59	42.71	43.84
13	B	40.10	41.44	42.77	44.11	45.45	46.78	48.12	49.45	50.79	52.13
	O	40.10	41.44	42.77	44.11	45.45	46.78	48.12	49.45	50.79	52.13
14	B	47.38	48.96	50.54	52.12	53.70	55.28	56.86	58.44	60.02	61.60
	O	47.38	48.96	50.54	52.12	53.70	55.28	56.86	58.44	60.02	61.60
15	B	55.74	57.60	59.45	61.31	63.17	65.03	66.89	68.74	70.60	72.46
	O	55.74	57.60	59.45	61.31	63.17	65.03	66.89	68.74	70.60	72.46

SALARY TABLE 2011-PIT
INCORPORATING A LOCALITY PAYMENT OF 16.37%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE, PA
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.93	\$ 10.26	\$ 10.59	\$ 10.92	\$ 11.25	\$ 11.44	\$ 11.77	\$ 12.10	\$ 12.11	\$ 12.42
	O	14.90	15.39	15.89	16.38	16.88	17.16	17.66	18.15	18.17	18.63
2	B	11.16	11.43	11.80	12.11	12.25	12.61	12.97	13.33	13.69	14.05
	O	16.74	17.15	17.70	18.17	18.38	18.92	19.46	20.00	20.54	21.08
3	B	12.18	12.58	12.99	13.40	13.80	14.21	14.61	15.02	15.43	15.83
	O	18.27	18.87	19.49	20.10	20.70	21.32	21.92	22.53	23.15	23.75
4	B	13.67	14.13	14.58	15.04	15.49	15.95	16.40	16.86	17.32	17.77
	O	20.51	21.20	21.87	22.56	23.24	23.93	24.60	25.29	25.98	26.66
5	B	15.30	15.80	16.31	16.82	17.33	17.84	18.35	18.86	19.37	19.88
	O	22.95	23.70	24.47	25.23	26.00	26.76	27.53	28.29	29.06	29.82
6	B	17.05	17.62	18.19	18.75	19.32	19.89	20.46	21.03	21.60	22.16
	O	25.58	26.43	27.29	28.13	28.98	29.84	30.69	31.55	32.40	33.24
7	B	18.95	19.58	20.21	20.84	21.47	22.11	22.74	23.37	24.00	24.63
	O	28.43	29.37	30.32	31.26	32.21	33.17	34.11	35.06	36.00	36.95
8	B	20.98	21.68	22.38	23.08	23.78	24.48	25.18	25.88	26.58	27.28
	O	31.47	32.52	33.57	34.62	35.67	36.72	37.77	38.28	38.28	38.28
9	B	23.18	23.95	24.72	25.49	26.26	27.04	27.81	28.58	29.35	30.13
	O	34.77	35.93	37.08	38.24	38.28	38.28	38.28	38.28	38.28	38.28
10	B	25.52	26.37	27.22	28.07	28.93	29.78	30.63	31.48	32.33	33.18
	O	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28
11	B	28.04	28.97	29.91	30.84	31.78	32.71	33.65	34.58	35.52	36.45
	O	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28	38.28
12	B	33.61	34.73	35.85	36.97	38.09	39.21	40.33	41.45	42.57	43.69
	O	38.28	38.28	38.28	38.28	38.28	39.21	40.33	41.45	42.57	43.69
13	B	39.97	41.30	42.63	43.96	45.29	46.63	47.96	49.29	50.62	51.95
	O	39.97	41.30	42.63	43.96	45.29	46.63	47.96	49.29	50.62	51.95
14	B	47.23	48.80	50.37	51.95	53.52	55.10	56.67	58.25	59.82	61.39
	O	47.23	48.80	50.37	51.95	53.52	55.10	56.67	58.25	59.82	61.39
15	B	55.55	57.40	59.26	61.11	62.96	64.81	66.66	68.51	70.37	72.22
	O	55.55	57.40	59.26	61.11	62.96	64.81	66.66	68.51	70.37	72.22

SALARY TABLE 2011-POR
INCORPORATING A LOCALITY PAYMENT OF 20.35%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-BEAVERTON, OR-WA
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.27	\$ 10.61	\$ 10.95	\$ 11.29	\$ 11.63	\$ 11.83	\$ 12.17	\$ 12.51	\$ 12.52	\$ 12.84
	O	15.41	15.92	16.43	16.94	17.45	17.75	18.26	18.77	18.78	19.26
2	B	11.54	11.82	12.20	12.52	12.66	13.04	13.41	13.78	14.15	14.53
	O	17.31	17.73	18.30	18.78	18.99	19.56	20.12	20.67	21.23	21.80
3	B	12.59	13.01	13.43	13.85	14.27	14.69	15.11	15.53	15.95	16.37
	O	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56
4	B	14.14	14.61	15.08	15.55	16.02	16.49	16.97	17.44	17.91	18.38
	O	21.21	21.92	22.62	23.33	24.03	24.74	25.46	26.16	26.87	27.57
5	B	15.82	16.35	16.87	17.40	17.93	18.45	18.98	19.51	20.03	20.56
	O	23.73	24.53	25.31	26.10	26.90	27.68	28.47	29.27	30.05	30.84
6	B	17.63	18.22	18.81	19.40	19.98	20.57	21.16	21.75	22.33	22.92
	O	26.45	27.33	28.22	29.10	29.97	30.86	31.74	32.63	33.50	34.38
7	B	19.59	20.25	20.90	21.55	22.21	22.86	23.51	24.17	24.82	25.47
	O	29.39	30.38	31.35	32.33	33.32	34.29	35.27	36.26	37.23	38.21
8	B	21.70	22.42	23.15	23.87	24.59	25.32	26.04	26.76	27.49	28.21
	O	32.55	33.63	34.73	35.81	36.89	37.98	39.06	39.59	39.59	39.59
9	B	23.97	24.77	25.57	26.36	27.16	27.96	28.76	29.56	30.36	31.16
	O	35.96	37.16	38.36	39.54	39.59	39.59	39.59	39.59	39.59	39.59
10	B	26.39	27.27	28.15	29.03	29.91	30.79	31.67	32.55	33.43	34.31
	O	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59
11	B	29.00	29.97	30.93	31.90	32.86	33.83	34.80	35.76	36.73	37.70
	O	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59
12	B	34.76	35.92	37.07	38.23	39.39	40.55	41.71	42.87	44.03	45.18
	O	39.59	39.59	39.59	39.59	39.59	40.55	41.71	42.87	44.03	45.18
13	B	41.33	42.71	44.09	45.46	46.84	48.22	49.60	50.98	52.35	53.73
	O	41.33	42.71	44.09	45.46	46.84	48.22	49.60	50.98	52.35	53.73
14	B	48.84	50.47	52.10	53.73	55.35	56.98	58.61	60.24	61.87	63.49
	O	48.84	50.47	52.10	53.73	55.35	56.98	58.61	60.24	61.87	63.49
15	B	57.45	59.37	61.28	63.20	65.11	67.03	68.94	70.86	72.77	74.51
	O	57.45	59.37	61.28	63.20	65.11	67.03	68.94	70.86	72.77	74.51

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

SALARY TABLE 2011-RA
INCORPORATING A LOCALITY PAYMENT OF 17.64%
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CARY, NC
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.03	\$ 10.37	\$ 10.70	\$ 11.04	\$ 11.37	\$ 11.57	\$ 11.90	\$ 12.23	\$ 12.24	\$ 12.55
	O	15.05	15.56	16.05	16.56	17.06	17.36	17.85	18.35	18.36	18.83
2	B	11.28	11.55	11.92	12.24	12.38	12.74	13.11	13.47	13.84	14.20
	O	16.92	17.33	17.88	18.36	18.57	19.11	19.67	20.21	20.76	21.30
3	B	12.31	12.72	13.13	13.54	13.95	14.36	14.77	15.18	15.59	16.00
	O	18.47	19.08	19.70	20.31	20.93	21.54	22.16	22.77	23.39	24.00
4	B	13.82	14.28	14.74	15.20	15.66	16.12	16.58	17.04	17.50	17.97
	O	20.73	21.42	22.11	22.80	23.49	24.18	24.87	25.56	26.25	26.96
5	B	15.46	15.98	16.49	17.01	17.52	18.04	18.55	19.07	19.58	20.10
	O	23.19	23.97	24.74	25.52	26.28	27.06	27.83	28.61	29.37	30.15
6	B	17.24	17.81	18.38	18.96	19.53	20.11	20.68	21.26	21.83	22.41
	O	25.86	26.72	27.57	28.44	29.30	30.17	31.02	31.89	32.75	33.62
7	B	19.15	19.79	20.43	21.07	21.71	22.35	22.99	23.62	24.26	24.90
	O	28.73	29.69	30.65	31.61	32.57	33.53	34.49	35.43	36.39	37.35
8	B	21.21	21.92	22.63	23.33	24.04	24.75	25.45	26.16	26.87	27.57
	O	31.82	32.88	33.95	35.00	36.06	37.13	38.18	38.70	38.70	38.70
9	B	23.43	24.21	24.99	25.77	26.55	27.33	28.11	28.89	29.67	30.45
	O	35.15	36.32	37.49	38.66	38.70	38.70	38.70	38.70	38.70	38.70
10	B	25.80	26.66	27.52	28.38	29.24	30.10	30.96	31.82	32.68	33.54
	O	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70
11	B	28.35	29.29	30.24	31.18	32.12	33.07	34.01	34.96	35.90	36.85
	O	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70	38.70
12	B	33.98	35.11	36.24	37.37	38.51	39.64	40.77	41.90	43.03	44.17
	O	38.70	38.70	38.70	38.70	38.70	39.64	40.77	41.90	43.03	44.17
13	B	40.40	41.75	43.09	44.44	45.79	47.13	48.48	49.83	51.17	52.52
	O	40.40	41.75	43.09	44.44	45.79	47.13	48.48	49.83	51.17	52.52
14	B	47.74	49.33	50.92	52.52	54.11	55.70	57.29	58.88	60.47	62.06
	O	47.74	49.33	50.92	52.52	54.11	55.70	57.29	58.88	60.47	62.06
15	B	56.16	58.03	59.90	61.77	63.65	65.52	67.39	69.26	71.13	73.01
	O	56.16	58.03	59.90	61.77	63.65	65.52	67.39	69.26	71.13	73.01

SALARY TABLE 2011-RCH
INCORPORATING A LOCALITY PAYMENT OF 16.47%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.94	\$ 10.27	\$ 10.60	\$ 10.93	\$ 11.26	\$ 11.45	\$ 11.78	\$ 12.11	\$ 12.12	\$ 12.43
	O	14.91	15.41	15.90	16.40	16.89	17.18	17.67	18.17	18.18	18.65
2	B	11.17	11.44	11.81	12.12	12.26	12.62	12.98	13.34	13.70	14.06
	O	16.76	17.16	17.72	18.18	18.39	18.93	19.47	20.01	20.55	21.09
3	B	12.19	12.59	13.00	13.41	13.81	14.22	14.63	15.03	15.44	15.84
	O	18.29	18.89	19.50	20.12	20.72	21.33	21.95	22.55	23.16	23.76
4	B	13.68	14.14	14.59	15.05	15.51	15.96	16.42	16.87	17.33	17.79
	O	20.52	21.21	21.89	22.58	23.27	23.94	24.63	25.31	26.00	26.69
5	B	15.31	15.82	16.33	16.84	17.35	17.86	18.37	18.88	19.39	19.90
	O	22.97	23.73	24.50	25.26	26.03	26.79	27.56	28.32	29.09	29.85
6	B	17.06	17.63	18.20	18.77	19.34	19.91	20.48	21.05	21.61	22.18
	O	25.59	26.45	27.30	28.16	29.01	29.87	30.72	31.58	32.42	33.27
7	B	18.96	19.60	20.23	20.86	21.49	22.12	22.76	23.39	24.02	24.65
	O	28.44	29.40	30.35	31.29	32.24	33.18	34.14	35.09	36.03	36.98
8	B	21.00	21.70	22.40	23.10	23.80	24.50	25.20	25.90	26.60	27.30
	O	31.50	32.55	33.60	34.65	35.70	36.75	37.80	38.31	38.31	38.31
9	B	23.20	23.97	24.74	25.51	26.29	27.06	27.83	28.61	29.38	30.15
	O	34.80	35.96	37.11	38.27	38.31	38.31	38.31	38.31	38.31	38.31
10	B	25.54	26.40	27.25	28.10	28.95	29.80	30.65	31.51	32.36	33.21
	O	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31
11	B	28.06	29.00	29.93	30.87	31.80	32.74	33.68	34.61	35.55	36.48
	O	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31
12	B	33.64	34.76	35.88	37.00	38.12	39.24	40.36	41.49	42.61	43.73
	O	38.31	38.31	38.31	38.31	38.31	39.24	40.36	41.49	42.61	43.73
13	B	40.00	41.33	42.67	44.00	45.33	46.67	48.00	49.33	50.67	52.00
	O	40.00	41.33	42.67	44.00	45.33	46.67	48.00	49.33	50.67	52.00
14	B	47.27	48.84	50.42	51.99	53.57	55.14	56.72	58.30	59.87	61.45
	O	47.27	48.84	50.42	51.99	53.57	55.14	56.72	58.30	59.87	61.45
15	B	55.60	57.45	59.31	61.16	63.01	64.87	66.72	68.57	70.43	72.28
	O	55.60	57.45	59.31	61.16	63.01	64.87	66.72	68.57	70.43	72.28

SALARY TABLE 2011-SAC
INCORPORATING A LOCALITY PAYMENT OF 22.20%
FOR THE LOCALITY PAY AREA OF SACRAMENTO--ARDEN-ARCADE--YUBA CITY, CA-NV
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.42	\$ 10.77	\$ 11.12	\$ 11.46	\$ 11.81	\$ 12.01	\$ 12.36	\$ 12.70	\$ 12.72	\$ 13.04
	O	15.63	16.16	16.68	17.19	17.72	18.02	18.54	19.05	19.08	19.56
2	B	11.72	12.00	12.39	12.72	12.86	13.24	13.62	13.99	14.37	14.75
	O	17.58	18.00	18.59	19.08	19.29	19.86	20.43	20.99	21.56	22.13
3	B	12.79	13.21	13.64	14.07	14.49	14.92	15.35	15.77	16.20	16.62
	O	19.19	19.82	20.46	21.11	21.74	22.38	23.03	23.66	24.30	24.93
4	B	14.36	14.83	15.31	15.79	16.27	16.75	17.23	17.70	18.18	18.66
	O	21.54	22.25	22.97	23.69	24.41	25.13	25.85	26.55	27.27	27.99
5	B	16.06	16.60	17.13	17.67	18.20	18.74	19.27	19.81	20.34	20.88
	O	24.09	24.90	25.70	26.51	27.30	28.11	28.91	29.72	30.51	31.32
6	B	17.90	18.50	19.10	19.69	20.29	20.89	21.48	22.08	22.68	23.27
	O	26.85	27.75	28.65	29.54	30.44	31.34	32.22	33.12	34.02	34.91
7	B	19.90	20.56	21.22	21.89	22.55	23.21	23.88	24.54	25.20	25.87
	O	29.85	30.84	31.83	32.84	33.83	34.82	35.82	36.81	37.80	38.81
8	B	22.03	22.77	23.50	24.24	24.97	25.71	26.44	27.17	27.91	28.64
	O	33.05	34.16	35.25	36.36	37.46	38.57	39.66	40.20	40.20	40.20
9	B	24.34	25.15	25.96	26.77	27.58	28.39	29.20	30.01	30.82	31.63
	O	36.51	37.73	38.94	40.16	40.20	40.20	40.20	40.20	40.20	40.20
10	B	26.80	27.69	28.59	29.48	30.37	31.27	32.16	33.06	33.95	34.84
	O	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20
11	B	29.44	30.43	31.41	32.39	33.37	34.35	35.33	36.31	37.30	38.28
	O	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20	40.20
12	B	35.29	36.47	37.64	38.82	40.00	41.17	42.35	43.53	44.70	45.88
	O	40.20	40.20	40.20	40.20	40.20	41.17	42.35	43.53	44.70	45.88
13	B	41.97	43.37	44.76	46.16	47.56	48.96	50.36	51.76	53.16	54.56
	O	41.97	43.37	44.76	46.16	47.56	48.96	50.36	51.76	53.16	54.56
14	B	49.59	51.25	52.90	54.55	56.20	57.86	59.51	61.16	62.82	64.47
	O	49.59	51.25	52.90	54.55	56.20	57.86	59.51	61.16	62.82	64.47
15	B	58.33	60.28	62.22	64.17	66.11	68.06	70.00	71.95	73.89	74.51
	O	58.33	60.28	62.22	64.17	66.11	68.06	70.00	71.95	73.89	74.51

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

SALARY TABLE 2011-SD
INCORPORATING A LOCALITY PAYMENT OF 24.19%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.59	\$ 10.95	\$ 11.30	\$ 11.65	\$ 12.00	\$ 12.21	\$ 12.56	\$ 12.91	\$ 12.92	\$ 13.25
	O	15.89	16.43	16.95	17.48	18.00	18.32	18.84	19.37	19.38	19.88
2	B	11.91	12.19	12.59	12.92	13.07	13.45	13.84	14.22	14.61	14.99
	O	17.87	18.29	18.89	19.38	19.61	20.18	20.76	21.33	21.92	22.49
3	B	13.00	13.43	13.86	14.30	14.73	15.16	15.60	16.03	16.46	16.90
	O	19.50	20.15	20.79	21.45	22.10	22.74	23.40	24.05	24.69	25.35
4	B	14.59	15.08	15.56	16.05	16.53	17.02	17.51	17.99	18.48	18.97
	O	21.89	22.62	23.34	24.08	24.80	25.53	26.27	26.99	27.72	28.46
5	B	16.32	16.87	17.41	17.95	18.50	19.04	19.59	20.13	20.67	21.22
	O	24.48	25.31	26.12	26.93	27.75	28.56	29.39	30.20	31.01	31.83
6	B	18.20	18.80	19.41	20.01	20.62	21.23	21.83	22.44	23.05	23.65
	O	27.30	28.20	29.12	30.02	30.93	31.85	32.75	33.66	34.58	35.48
7	B	20.22	20.89	21.57	22.24	22.92	23.59	24.26	24.94	25.61	26.29
	O	30.33	31.34	32.36	33.36	34.38	35.39	36.39	37.41	38.42	39.44
8	B	22.39	23.14	23.89	24.63	25.38	26.12	26.87	27.62	28.36	29.11
	O	33.59	34.71	35.84	36.95	38.07	39.18	40.31	40.86	40.86	40.86
9	B	24.73	25.56	26.38	27.21	28.03	28.85	29.68	30.50	31.33	32.15
	O	37.10	38.34	39.57	40.82	40.86	40.86	40.86	40.86	40.86	40.86
10	B	27.24	28.14	29.05	29.96	30.87	31.78	32.69	33.59	34.50	35.41
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
11	B	29.92	30.92	31.92	32.92	33.91	34.91	35.91	36.91	37.90	38.90
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
12	B	35.87	37.06	38.26	39.45	40.65	41.84	43.04	44.24	45.43	46.63
	O	40.86	40.86	40.86	40.86	40.86	41.84	43.04	44.24	45.43	46.63
13	B	42.65	44.07	45.49	46.92	48.34	49.76	51.18	52.60	54.02	55.45
	O	42.65	44.07	45.49	46.92	48.34	49.76	51.18	52.60	54.02	55.45
14	B	50.40	52.08	53.76	55.44	57.12	58.80	60.48	62.16	63.84	65.52
	O	50.40	52.08	53.76	55.44	57.12	58.80	60.48	62.16	63.84	65.52
15	B	59.29	61.26	63.24	65.21	67.19	69.17	71.14	73.12	74.51	74.51
	O	59.29	61.26	63.24	65.21	67.19	69.17	71.14	73.12	74.51	74.51

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

SALARY TABLE 2011-SF
INCORPORATING A LOCALITY PAYMENT OF 35.15%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.53	\$ 11.91	\$ 12.30	\$ 12.68	\$ 13.06	\$ 13.29	\$ 13.67	\$ 14.05	\$ 14.06	\$ 14.42
	O	17.30	17.87	18.45	19.02	19.59	19.94	20.51	21.08	21.09	21.63
2	B	12.96	13.27	13.70	14.06	14.22	14.64	15.06	15.48	15.90	16.31
	O	19.44	19.91	20.55	21.09	21.33	21.96	22.59	23.22	23.85	24.47
3	B	14.14	14.61	15.09	15.56	16.03	16.50	16.97	17.44	17.91	18.39
	O	21.21	21.92	22.64	23.34	24.05	24.75	25.46	26.16	26.87	27.59
4	B	15.88	16.41	16.94	17.46	17.99	18.52	19.05	19.58	20.11	20.64
	O	23.82	24.62	25.41	26.19	26.99	27.78	28.58	29.37	30.17	30.96
5	B	17.76	18.36	18.95	19.54	20.13	20.72	21.32	21.91	22.50	23.09
	O	26.64	27.54	28.43	29.31	30.20	31.08	31.98	32.87	33.75	34.64
6	B	19.80	20.46	21.12	21.78	22.44	23.10	23.76	24.42	25.08	25.74
	O	29.70	30.69	31.68	32.67	33.66	34.65	35.64	36.63	37.62	38.61
7	B	22.00	22.74	23.47	24.21	24.94	25.67	26.41	27.14	27.87	28.61
	O	33.00	34.11	35.21	36.32	37.41	38.51	39.62	40.71	41.81	42.92
8	B	24.37	25.18	25.99	26.81	27.62	28.43	29.24	30.05	30.87	31.68
	O	36.56	37.77	38.99	40.22	41.43	42.65	43.86	44.46	44.46	44.46
9	B	26.92	27.81	28.71	29.61	30.50	31.40	32.30	33.19	34.09	34.99
	O	40.38	41.72	43.07	44.42	44.46	44.46	44.46	44.46	44.46	44.46
10	B	29.64	30.63	31.62	32.61	33.59	34.58	35.57	36.56	37.55	38.53
	O	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46
11	B	32.56	33.65	34.74	35.82	36.91	37.99	39.08	40.16	41.25	42.33
	O	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46
12	B	39.03	40.33	41.63	42.94	44.24	45.54	46.84	48.14	49.44	50.74
	O	44.46	44.46	44.46	44.46	44.46	45.54	46.84	48.14	49.44	50.74
13	B	46.41	47.96	49.51	51.06	52.60	54.15	55.70	57.24	58.79	60.34
	O	46.41	47.96	49.51	51.06	52.60	54.15	55.70	57.24	58.79	60.34
14	B	54.85	56.68	58.50	60.33	62.16	63.99	65.82	67.64	69.47	71.30
	O	54.85	56.68	58.50	60.33	62.16	63.99	65.82	67.64	69.47	71.30
15	B	64.52	66.67	68.82	70.97	73.12	74.51	74.51	74.51	74.51	74.51
	O	64.52	66.67	68.82	70.97	73.12	74.51	74.51	74.51	74.51	74.51

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

SALARY TABLE 2011-SEA
INCORPORATING A LOCALITY PAYMENT OF 21.81%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-OLYMPIA, WA
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)
RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.39	\$ 10.74	\$ 11.08	\$ 11.43	\$ 11.77	\$ 11.98	\$ 12.32	\$ 12.66	\$ 12.68	\$ 13.00
	O	15.59	16.11	16.62	17.15	17.66	17.97	18.48	18.99	19.02	19.50
2	B	11.68	11.96	12.35	12.68	12.82	13.20	13.57	13.95	14.33	14.70
	O	17.52	17.94	18.53	19.02	19.23	19.80	20.36	20.93	21.50	22.05
3	B	12.75	13.17	13.60	14.02	14.45	14.87	15.30	15.72	16.15	16.57
	O	19.13	19.76	20.40	21.03	21.68	22.31	22.95	23.58	24.23	24.86
4	B	14.31	14.79	15.26	15.74	16.22	16.69	17.17	17.65	18.13	18.60
	O	21.47	22.19	22.89	23.61	24.33	25.04	25.76	26.48	27.20	27.90
5	B	16.01	16.54	17.08	17.61	18.14	18.68	19.21	19.74	20.28	20.81
	O	24.02	24.81	25.62	26.42	27.21	28.02	28.82	29.61	30.42	31.22
6	B	17.85	18.44	19.04	19.63	20.23	20.82	21.41	22.01	22.60	23.20
	O	26.78	27.66	28.56	29.45	30.35	31.23	32.12	33.02	33.90	34.80
7	B	19.83	20.49	21.15	21.82	22.48	23.14	23.80	24.46	25.12	25.78
	O	29.75	30.74	31.73	32.73	33.72	34.71	35.70	36.69	37.68	38.67
8	B	21.96	22.70	23.43	24.16	24.89	25.62	26.36	27.09	27.82	28.55
	O	32.94	34.05	35.15	36.24	37.34	38.43	39.54	40.07	40.07	40.07
9	B	24.26	25.07	25.88	26.68	27.49	28.30	29.11	29.92	30.73	31.53
	O	36.39	37.61	38.82	40.02	40.07	40.07	40.07	40.07	40.07	40.07
10	B	26.71	27.61	28.50	29.39	30.28	31.17	32.06	32.95	33.84	34.73
	O	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07
11	B	29.35	30.33	31.31	32.29	33.26	34.24	35.22	36.20	37.18	38.15
	O	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07
12	B	35.18	36.35	37.52	38.70	39.87	41.04	42.22	43.39	44.56	45.73
	O	40.07	40.07	40.07	40.07	40.07	41.04	42.22	43.39	44.56	45.73
13	B	41.83	43.23	44.62	46.02	47.41	48.80	50.20	51.59	52.99	54.38
	O	41.83	43.23	44.62	46.02	47.41	48.80	50.20	51.59	52.99	54.38
14	B	49.43	51.08	52.73	54.38	56.02	57.67	59.32	60.97	62.62	64.26
	O	49.43	51.08	52.73	54.38	56.02	57.67	59.32	60.97	62.62	64.26
15	B	58.15	60.09	62.03	63.96	65.90	67.84	69.78	71.72	73.66	74.51
	O	58.15	60.09	62.03	63.96	65.90	67.84	69.78	71.72	73.66	74.51

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

SALARY TABLE 2011-DCB
INCORPORATING A LOCALITY PAYMENT OF 24.22%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.60	\$ 10.95	\$ 11.30	\$ 11.65	\$ 12.01	\$ 12.21	\$ 12.56	\$ 12.91	\$ 12.93	\$ 13.25
	O	15.90	16.43	16.95	17.48	18.02	18.32	18.84	19.37	19.40	19.88
2	B	11.91	12.20	12.59	12.93	13.07	13.46	13.84	14.22	14.61	14.99
	O	17.87	18.30	18.89	19.40	19.61	20.19	20.76	21.33	21.92	22.49
3	B	13.00	13.43	13.87	14.30	14.73	15.17	15.60	16.03	16.47	16.90
	O	19.50	20.15	20.81	21.45	22.10	22.76	23.40	24.05	24.71	25.35
4	B	14.59	15.08	15.57	16.05	16.54	17.02	17.51	18.00	18.48	18.97
	O	21.89	22.62	23.36	24.08	24.81	25.53	26.27	27.00	27.72	28.46
5	B	16.33	16.87	17.42	17.96	18.50	19.05	19.59	20.14	20.68	21.22
	O	24.50	25.31	26.13	26.94	27.75	28.58	29.39	30.21	31.02	31.83
6	B	18.20	18.81	19.41	20.02	20.63	21.23	21.84	22.45	23.05	23.66
	O	27.30	28.22	29.12	30.03	30.95	31.85	32.76	33.68	34.58	35.49
7	B	20.22	20.90	21.57	22.25	22.92	23.60	24.27	24.95	25.62	26.29
	O	30.33	31.35	32.36	33.38	34.38	35.40	36.41	37.43	38.43	39.44
8	B	22.40	23.14	23.89	24.64	25.38	26.13	26.88	27.62	28.37	29.12
	O	33.60	34.71	35.84	36.96	38.07	39.20	40.32	40.86	40.86	40.86
9	B	24.74	25.56	26.39	27.21	28.04	28.86	29.68	30.51	31.33	32.16
	O	37.11	38.34	39.59	40.82	40.86	40.86	40.86	40.86	40.86	40.86
10	B	27.24	28.15	29.06	29.97	30.88	31.78	32.69	33.60	34.51	35.42
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
11	B	29.93	30.93	31.93	32.92	33.92	34.92	35.92	36.91	37.91	38.91
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
12	B	35.88	37.07	38.27	39.46	40.66	41.85	43.05	44.25	45.44	46.64
	O	40.86	40.86	40.86	40.86	40.86	41.85	43.05	44.25	45.44	46.64
13	B	42.66	44.08	45.51	46.93	48.35	49.77	51.19	52.61	54.04	55.46
	O	42.66	44.08	45.51	46.93	48.35	49.77	51.19	52.61	54.04	55.46
14	B	50.41	52.09	53.77	55.45	57.13	58.81	60.49	62.17	63.85	65.53
	O	50.41	52.09	53.77	55.45	57.13	58.81	60.49	62.17	63.85	65.53
15	B	59.30	61.28	63.25	65.23	67.21	69.18	71.16	73.14	74.51	74.51
	O	59.30	61.28	63.25	65.23	67.21	69.18	71.16	73.14	74.51	74.51

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

SALARY TABLE 2011-RUS
INCORPORATING A LOCALITY PAYMENT OF 14.16%
FOR THE LOCALITY PAY AREA OF REST OF U.S.

(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

RATES FROZEN AT 2010 LEVELS

EFFECTIVE JANUARY 2011

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.74	\$ 10.06	\$ 10.39	\$ 10.71	\$ 11.03	\$ 11.22	\$ 11.54	\$ 11.87	\$ 11.88	\$ 12.18
	O	14.61	15.09	15.59	16.07	16.55	16.83	17.31	17.81	17.82	18.27
2	B	10.95	11.21	11.57	11.88	12.01	12.37	12.72	13.07	13.43	13.78
	O	16.43	16.82	17.36	17.82	18.02	18.56	19.08	19.61	20.15	20.67
3	B	11.95	12.34	12.74	13.14	13.54	13.94	14.34	14.73	15.13	15.53
	O	17.93	18.51	19.11	19.71	20.31	20.91	21.51	22.10	22.70	23.30
4	B	13.41	13.86	14.31	14.75	15.20	15.65	16.09	16.54	16.99	17.43
	O	20.12	20.79	21.47	22.13	22.80	23.48	24.14	24.81	25.49	26.15
5	B	15.00	15.51	16.00	16.50	17.00	17.50	18.00	18.50	19.00	19.50
	O	22.50	23.27	24.00	24.75	25.50	26.25	27.00	27.75	28.50	29.25
6	B	16.73	17.28	17.84	18.40	18.96	19.51	20.07	20.63	21.18	21.74
	O	25.10	25.92	26.76	27.60	28.44	29.27	30.11	30.95	31.77	32.61
7	B	18.59	19.21	19.83	20.45	21.07	21.69	22.31	22.92	23.54	24.16
	O	27.89	28.82	29.75	30.68	31.61	32.54	33.47	34.38	35.31	36.24
8	B	20.58	21.27	21.96	22.64	23.33	24.01	24.70	25.39	26.07	26.76
	O	30.87	31.91	32.94	33.96	35.00	36.02	37.05	37.56	37.56	37.56
9	B	22.74	23.49	24.25	25.01	25.77	26.52	27.28	28.04	28.80	29.55
	O	34.11	35.24	36.38	37.52	37.56	37.56	37.56	37.56	37.56	37.56
10	B	25.04	25.87	26.71	27.54	28.38	29.21	30.05	30.88	31.71	32.55
	O	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56
11	B	27.51	28.42	29.34	30.26	31.17	32.09	33.01	33.92	34.84	35.76
	O	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56	37.56
12	B	32.97	34.07	35.17	36.27	37.37	38.46	39.56	40.66	41.76	42.86
	O	37.56	37.56	37.56	37.56	37.56	38.46	39.56	40.66	41.76	42.86
13	B	39.21	40.51	41.82	43.13	44.43	45.74	47.05	48.35	49.66	50.97
	O	39.21	40.51	41.82	43.13	44.43	45.74	47.05	48.35	49.66	50.97
14	B	46.33	47.87	49.42	50.96	52.51	54.05	55.60	57.14	58.68	60.23
	O	46.33	47.87	49.42	50.96	52.51	54.05	55.60	57.14	58.68	60.23
15	B	54.50	56.31	58.13	59.95	61.76	63.58	65.40	67.21	69.03	70.85
	O	54.50	56.31	58.13	59.95	61.76	63.58	65.40	67.21	69.03	70.85

**SALARY TABLE 2011-AK
INCORPORATING A LOCALITY PAYMENT OF 16.46%
STATE OF ALASKA**

(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

EFFECTIVE JANUARY 2011

*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	\$ 10.27	\$ 10.60	\$ 10.93	\$ 11.26	\$ 11.45	\$ 11.78	\$ 12.11	\$ 12.12	\$ 12.43
	O	14.90	15.41	15.90	16.40	16.89	17.18	17.67	18.17	18.18	18.65
2	B	11.17	11.44	11.80	12.12	12.25	12.62	12.98	13.34	13.70	14.06
	O	16.76	17.16	17.70	18.18	18.38	18.93	19.47	20.01	20.55	21.09
3	B	12.19	12.59	13.00	13.41	13.81	14.22	14.62	15.03	15.44	15.84
	O	18.29	18.89	19.50	20.12	20.72	21.33	21.93	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	17.78
	O	20.52	21.21	21.89	22.58	23.27	23.94	24.63	25.31	26.00	26.67
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	20.47	21.04	21.61	22.18
	O	25.59	26.45	27.30	28.16	29.01	29.87	30.71	31.56	32.42	33.27
7	B	18.96	19.59	20.23	20.86	21.49	22.12	22.75	23.39	24.02	24.65
	O	28.44	29.39	30.35	31.29	32.24	33.18	34.13	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	23.19	23.97	24.74	25.51	26.28	27.06	27.83	28.60	29.38	30.15
	O	34.79	35.96	37.11	38.27	38.31	38.31	38.31	38.31	38.31	38.31
10	B	25.54	26.39	27.24	28.10	28.95	29.80	30.65	31.50	32.35	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	33.67	34.61	35.54	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	33.63	34.76	35.88	37.00	38.12	39.24	40.36	41.48	42.60	43.72
	O	38.31	38.31	38.31	38.31	38.31	39.24	40.36	41.48	42.60	43.72
13	B	40.00	41.33	42.66	44.00	45.33	46.66	47.99	49.33	50.66	51.99
	O	40.00	41.33	42.66	44.00	45.33	46.66	47.99	49.33	50.66	51.99
14	B	47.26	48.84	50.41	51.99	53.56	55.14	56.71	58.29	59.87	61.44
	O	47.26	48.84	50.41	51.99	53.56	55.14	56.71	58.29	59.87	61.44
15	B	55.60	57.45	59.30	61.15	63.01	64.86	66.71	68.57	70.42	72.27
	O	55.60	57.45	59.30	61.15	63.01	64.86	66.71	68.57	70.42	72.27

SALARY TABLE 2011-HI
INCORPORATING A LOCALITY PAYMENT OF 11.01%
STATE OF HAWAII

(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

EFFECTIVE JANUARY 2011

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	\$ 9.47	\$ 9.79	\$ 10.10	\$ 10.41	\$ 10.73	\$ 10.91	\$ 11.23	\$ 11.54	\$ 11.55	\$ 11.85
	O	14.21	14.69	15.15	15.62	16.10	16.37	16.85	17.31	17.33	17.78
2	B	10.65	10.90	11.25	11.55	11.68	12.02	12.37	12.71	13.06	13.40
	O	15.98	16.35	16.88	17.33	17.52	18.03	18.56	19.07	19.59	20.10
3	B	11.62	12.00	12.39	12.78	13.17	13.55	13.94	14.33	14.71	15.10
	O	17.43	18.00	18.59	19.17	19.76	20.33	20.91	21.50	22.07	22.65
4	B	13.04	13.48	13.91	14.34	14.78	15.21	15.65	16.08	16.52	16.95
	O	19.56	20.22	20.87	21.51	22.17	22.82	23.48	24.12	24.78	25.43
5	B	14.59	15.08	15.56	16.05	16.54	17.02	17.51	17.99	18.48	18.97
	O	21.89	22.62	23.34	24.08	24.81	25.53	26.27	26.99	27.72	28.46
6	B	16.26	16.81	17.35	17.89	18.43	18.97	19.52	20.06	20.60	21.14
	O	24.39	25.22	26.03	26.84	27.65	28.46	29.28	30.09	30.90	31.71
7	B	18.07	18.68	19.28	19.88	20.48	21.09	21.69	22.29	22.90	23.50
	O	27.11	28.02	28.92	29.82	30.72	31.64	32.54	33.44	34.35	35.25
8	B	20.02	20.68	21.35	22.02	22.68	23.35	24.02	24.69	25.35	26.02
	O	30.03	31.02	32.03	33.03	34.02	35.03	36.03	36.53	36.53	36.53
9	B	22.11	22.84	23.58	24.32	25.05	25.79	26.53	27.26	28.00	28.74
	O	33.17	34.26	35.37	36.48	36.53	36.53	36.53	36.53	36.53	36.53
10	B	24.35	25.16	25.97	26.78	27.59	28.40	29.22	30.03	30.84	31.65
	O	36.53	36.53	36.53	36.53	36.53	36.53	36.53	36.53	36.53	36.53
11	B	26.75	27.64	28.53	29.42	30.31	31.21	32.10	32.99	33.88	34.77
	O	36.53	36.53	36.53	36.53	36.53	36.53	36.53	36.53	36.53	36.53
12	B	32.06	33.13	34.20	35.27	36.33	37.40	38.47	39.54	40.61	41.68
	O	36.53	36.53	36.53	36.53	36.53	37.40	38.47	39.54	40.61	41.68
13	B	38.12	39.39	40.67	41.94	43.21	44.48	45.75	47.02	48.29	49.56
	O	38.12	39.39	40.67	41.94	43.21	44.48	45.75	47.02	48.29	49.56
14	B	45.05	46.55	48.05	49.56	51.06	52.56	54.06	55.56	57.06	58.57
	O	45.05	46.55	48.05	49.56	51.06	52.56	54.06	55.56	57.06	58.57
15	B	52.99	54.76	56.53	58.29	60.06	61.83	63.59	65.36	67.13	68.89
	O	52.99	54.76	56.53	58.29	60.06	61.83	63.59	65.36	67.13	68.89

SALARY TABLE 2011-ON
INCORPORATING A LOCALITY PAYMENT OF 9.44%
OTHER NONFOREIGN AREAS AS DEFINED IN 5 CFR PART 591
(See <http://www.opm.gov/oca/11tables/locdef.asp> for definitions of locality pay areas.)

EFFECTIVE JANUARY 2011

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	\$ 9.34	\$ 9.65	\$ 9.96	\$ 10.27	\$ 10.58	\$ 10.76	\$ 11.07	\$ 11.38	\$ 11.39	\$ 11.68
	O	14.01	14.48	14.94	15.41	15.87	16.14	16.61	17.07	17.09	17.52
2	B	10.50	10.75	11.09	11.39	11.52	11.85	12.19	12.53	12.87	13.21
	O	15.75	16.13	16.64	17.09	17.28	17.78	18.29	18.80	19.31	19.82
3	B	11.45	11.83	12.22	12.60	12.98	13.36	13.74	14.13	14.51	14.89
	O	17.18	17.75	18.33	18.90	19.47	20.04	20.61	21.20	21.77	22.34
4	B	12.86	13.29	13.71	14.14	14.57	15.00	15.43	15.86	16.28	16.71
	O	19.29	19.94	20.57	21.21	21.86	22.50	23.15	23.79	24.42	25.07
5	B	14.38	14.86	15.34	15.82	16.30	16.78	17.26	17.74	18.22	18.70
	O	21.57	22.29	23.01	23.73	24.45	25.17	25.89	26.61	27.33	28.05
6	B	16.03	16.57	17.10	17.64	18.17	18.71	19.24	19.77	20.31	20.84
	O	24.05	24.86	25.65	26.46	27.26	28.07	28.86	29.66	30.47	31.26
7	B	17.82	18.41	19.01	19.60	20.19	20.79	21.38	21.98	22.57	23.17
	O	26.73	27.62	28.52	29.40	30.29	31.19	32.07	32.97	33.86	34.76
8	B	19.73	20.39	21.05	21.71	22.36	23.02	23.68	24.34	24.99	25.65
	O	29.60	30.59	31.58	32.57	33.54	34.53	35.52	36.00	36.00	36.00
9	B	21.80	22.52	23.25	23.97	24.70	25.43	26.15	26.88	27.61	28.33
	O	32.70	33.78	34.88	35.96	36.00	36.00	36.00	36.00	36.00	36.00
10	B	24.00	24.80	25.60	26.40	27.20	28.00	28.80	29.60	30.40	31.20
	O	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00
11	B	26.37	27.25	28.13	29.01	29.89	30.76	31.64	32.52	33.40	34.28
	O	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00	36.00
12	B	31.61	32.66	33.71	34.77	35.82	36.87	37.93	38.98	40.03	41.09
	O	36.00	36.00	36.00	36.00	36.00	36.87	37.93	38.98	40.03	41.09
13	B	37.59	38.84	40.09	41.34	42.60	43.85	45.10	46.35	47.61	48.86
	O	37.59	38.84	40.09	41.34	42.60	43.85	45.10	46.35	47.61	48.86
14	B	44.41	45.89	47.37	48.86	50.34	51.82	53.30	54.78	56.26	57.74
	O	44.41	45.89	47.37	48.86	50.34	51.82	53.30	54.78	56.26	57.74
15	B	52.24	53.99	55.73	57.47	59.21	60.95	62.69	64.43	66.18	67.92
	O	52.24	53.99	55.73	57.47	59.21	60.95	62.69	64.43	66.18	67.92