

**SALARY TABLE 2011-DCB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**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	15.60	16.03	16.47	16.90	17.33	17.77	18.20	18.63	19.07	19.50
	O	23.40	24.05	24.71	25.35	26.00	26.66	27.30	27.95	28.61	29.25
4	B	17.51	18.00	18.48	18.97	19.46	19.94	20.43	20.92	21.40	21.89
	O	26.27	27.00	27.72	28.46	29.19	29.91	30.65	31.38	32.10	32.84
5	B	20.14	20.68	21.22	21.77	22.31	22.86	23.40	23.94	24.49	25.03
	O	30.21	31.02	31.83	32.66	33.47	34.29	35.10	35.91	36.74	37.55
6	B	21.23	21.84	22.45	23.05	23.66	24.26	24.87	25.48	26.08	26.69
	O	31.85	32.76	33.68	34.58	35.49	36.39	37.31	38.22	39.12	40.04
7	B	22.92	23.60	24.27	24.95	25.62	26.29	26.97	27.64	28.32	28.99
	O	34.38	35.40	36.41	37.43	38.43	39.44	40.46	41.46	42.23	42.23
8	B	23.89	24.64	25.38	26.13	26.88	27.62	28.37	29.12	29.86	30.61
	O	35.84	36.96	38.07	39.20	40.32	41.43	42.23	42.23	42.23	42.23
9	B	25.56	26.39	27.21	28.04	28.86	29.68	30.51	31.33	32.16	32.98
	O	38.34	39.59	40.82	42.06	42.23	42.23	42.23	42.23	42.23	42.23
10	B	28.15	29.06	29.97	30.88	31.78	32.69	33.60	34.51	35.42	36.33
	O	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23
11	B	29.93	30.93	31.93	32.92	33.92	34.92	35.92	36.91	37.91	38.91
	O	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23
12	B	35.88	37.07	38.27	39.46	40.66	41.85	43.05	44.25	45.44	46.64
	O	42.23	42.23	42.23	42.23	42.23	42.23	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)).