

**SALARY TABLE 2012-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/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

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

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 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)).