

**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