

**SALARY TABLE 2011-ON (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**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	13.74	14.13	14.51	14.89	15.27	15.65	16.03	16.42	16.80	17.18
	O	20.61	21.20	21.77	22.34	22.91	23.48	24.05	24.63	25.20	25.77
4	B	15.43	15.86	16.28	16.71	17.14	17.57	18.00	18.43	18.85	19.28
	O	23.15	23.79	24.42	25.07	25.71	26.36	27.00	27.65	28.28	28.92
5	B	17.74	18.22	18.70	19.18	19.66	20.14	20.62	21.09	21.57	22.05
	O	26.61	27.33	28.05	28.77	29.49	30.21	30.93	31.64	32.36	33.08
6	B	18.71	19.24	19.77	20.31	20.84	21.38	21.91	22.45	22.98	23.52
	O	28.07	28.86	29.66	30.47	31.26	32.07	32.87	33.68	34.47	35.28
7	B	20.19	20.79	21.38	21.98	22.57	23.17	23.76	24.35	24.95	25.54
	O	30.29	31.19	32.07	32.97	33.86	34.76	35.64	36.53	37.20	37.20
8	B	21.05	21.71	22.36	23.02	23.68	24.34	24.99	25.65	26.31	26.97
	O	31.58	32.57	33.54	34.53	35.52	36.51	37.20	37.20	37.20	37.20
9	B	22.52	23.25	23.97	24.70	25.43	26.15	26.88	27.61	28.33	29.06
	O	33.78	34.88	35.96	37.05	37.20	37.20	37.20	37.20	37.20	37.20
10	B	24.80	25.60	26.40	27.20	28.00	28.80	29.60	30.40	31.20	32.00
	O	37.20	37.20	37.20	37.20	37.20	37.20	37.20	37.20	37.20	37.20
11	B	26.37	27.25	28.13	29.01	29.89	30.76	31.64	32.52	33.40	34.28
	O	37.20	37.20	37.20	37.20	37.20	37.20	37.20	37.20	37.20	37.20
12	B	31.61	32.66	33.71	34.77	35.82	36.87	37.93	38.98	40.03	41.09
	O	37.20	37.20	37.20	37.20	37.20	37.20	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