

**SALARY TABLE 2012-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/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	\$ 10.65	\$ 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)).