

**SALARY TABLE 2012-DEN**  
**INCORPORATING A LOCALITY PAYMENT OF 22.52%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA-BOULDER, CO**  
(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	\$ 10.45	\$ 10.80	\$ 11.15	\$ 11.49	\$ 11.84	\$ 12.05	\$ 12.39	\$ 12.74	\$ 12.75	\$ 13.07
	O	15.68	16.20	16.73	17.24	17.76	18.08	18.59	19.11	19.13	19.61
2	B	11.75	12.03	12.42	12.75	12.89	13.27	13.65	14.03	14.41	14.79
	O	17.63	18.05	18.63	19.13	19.34	19.91	20.48	21.05	21.62	22.19
3	B	12.82	13.25	13.68	14.10	14.53	14.96	15.39	15.81	16.24	16.67
	O	19.23	19.88	20.52	21.15	21.80	22.44	23.09	23.72	24.36	25.01
4	B	14.39	14.87	15.35	15.83	16.31	16.79	17.27	17.75	18.23	18.71
	O	21.59	22.31	23.03	23.75	24.47	25.19	25.91	26.63	27.35	28.07
5	B	16.10	16.64	17.18	17.71	18.25	18.79	19.32	19.86	20.40	20.93
	O	24.15	24.96	25.77	26.57	27.38	28.19	28.98	29.79	30.60	31.40
6	B	17.95	18.55	19.15	19.75	20.34	20.94	21.54	22.14	22.74	23.33
	O	26.93	27.83	28.73	29.63	30.51	31.41	32.31	33.21	34.11	35.00
7	B	19.95	20.61	21.28	21.94	22.61	23.27	23.94	24.60	25.27	25.93
	O	29.93	30.92	31.92	32.91	33.92	34.91	35.91	36.90	37.91	38.90
8	B	22.09	22.83	23.56	24.30	25.04	25.77	26.51	27.24	27.98	28.72
	O	33.14	34.25	35.34	36.45	37.56	38.66	39.77	40.31	40.31	40.31
9	B	24.40	25.21	26.03	26.84	27.65	28.47	29.28	30.09	30.90	31.72
	O	36.60	37.82	39.05	40.26	40.31	40.31	40.31	40.31	40.31	40.31
10	B	26.87	27.77	28.66	29.56	30.45	31.35	32.25	33.14	34.04	34.93
	O	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31
11	B	29.52	30.51	31.49	32.47	33.46	34.44	35.43	36.41	37.39	38.38
	O	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31
12	B	35.38	36.56	37.74	38.92	40.10	41.28	42.46	43.64	44.82	46.00
	O	40.31	40.31	40.31	40.31	40.31	41.28	42.46	43.64	44.82	46.00
13	B	42.08	43.48	44.88	46.28	47.69	49.09	50.49	51.89	53.30	54.70
	O	42.08	43.48	44.88	46.28	47.69	49.09	50.49	51.89	53.30	54.70
14	B	49.72	51.38	53.04	54.69	56.35	58.01	59.67	61.32	62.98	64.64
	O	49.72	51.38	53.04	54.69	56.35	58.01	59.67	61.32	62.98	64.64
15	B	58.49	60.44	62.39	64.34	66.29	68.24	70.19	72.14	74.08	74.51
	O	58.49	60.44	62.39	64.34	66.29	68.24	70.19	72.14	74.08	74.51

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).