

**SALARY TABLE 2012-BU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.98%**  
**FOR THE LOCALITY PAY AREA OF BUFFALO-NIAGARA-CATTARAUGUS, NY**  
(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	\$ 9.98	\$ 10.31	\$ 10.64	\$ 10.97	\$ 11.31	\$ 11.50	\$ 11.83	\$ 12.16	\$ 12.17	\$ 12.48
	O	14.97	15.47	15.96	16.46	16.97	17.25	17.75	18.24	18.26	18.72
2	B	11.22	11.49	11.86	12.17	12.31	12.67	13.03	13.40	13.76	14.12
	O	16.83	17.24	17.79	18.26	18.47	19.01	19.55	20.10	20.64	21.18
3	B	14.69	15.10	15.51	15.91	16.32	16.73	17.14	17.55	17.95	18.36
	O	22.04	22.65	23.27	23.87	24.48	25.10	25.71	26.33	26.93	27.54
4	B	16.49	16.95	17.41	17.86	18.32	18.78	19.24	19.70	20.15	20.61
	O	24.74	25.43	26.12	26.79	27.48	28.17	28.86	29.55	30.23	30.92
5	B	18.96	19.47	19.99	20.50	21.01	21.52	22.04	22.55	23.06	23.57
	O	28.44	29.21	29.99	30.75	31.52	32.28	33.06	33.83	34.59	35.36
6	B	19.99	20.57	21.14	21.71	22.28	22.85	23.42	23.99	24.56	25.14
	O	29.99	30.86	31.71	32.57	33.42	34.28	35.13	35.99	36.84	37.71
7	B	21.59	22.22	22.86	23.49	24.13	24.76	25.40	26.03	26.67	27.30
	O	32.39	33.33	34.29	35.24	36.20	37.14	38.10	39.05	39.77	39.77
8	B	22.50	23.20	23.90	24.61	25.31	26.01	26.72	27.42	28.12	28.82
	O	33.75	34.80	35.85	36.92	37.97	39.02	39.77	39.77	39.77	39.77
9	B	24.07	24.85	25.63	26.40	27.18	27.95	28.73	29.51	30.28	31.06
	O	36.11	37.28	38.45	39.60	39.77	39.77	39.77	39.77	39.77	39.77
10	B	26.51	27.37	28.22	29.08	29.93	30.79	31.64	32.50	33.35	34.21
	O	39.77	39.77	39.77	39.77	39.77	39.77	39.77	39.77	39.77	39.77
11	B	28.19	29.13	30.07	31.00	31.94	32.88	33.82	34.76	35.70	36.64
	O	39.77	39.77	39.77	39.77	39.77	39.77	39.77	39.77	39.77	39.77
12	B	33.78	34.91	36.04	37.16	38.29	39.41	40.54	41.67	42.79	43.92
	O	39.77	39.77	39.77	39.77	39.77	39.77	40.54	41.67	42.79	43.92
13	B	40.17	41.51	42.85	44.19	45.53	46.87	48.21	49.55	50.89	52.23
	O	40.17	41.51	42.85	44.19	45.53	46.87	48.21	49.55	50.89	52.23
14	B	47.47	49.06	50.64	52.22	53.80	55.39	56.97	58.55	60.13	61.72
	O	47.47	49.06	50.64	52.22	53.80	55.39	56.97	58.55	60.13	61.72
15	B	55.84	57.70	59.57	61.43	63.29	65.15	67.01	68.87	70.74	72.60
	O	55.84	57.70	59.57	61.43	63.29	65.15	67.01	68.87	70.74	72.60

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.