

**SALARY TABLE 2012-PX (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.76%**  
**FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ**  
(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	\$ 9.96	\$ 10.29	\$ 10.62	\$ 10.95	\$ 11.29	\$ 11.48	\$ 11.81	\$ 12.14	\$ 12.15	\$ 12.46
	O	14.94	15.44	15.93	16.43	16.94	17.22	17.72	18.21	18.23	18.69
2	B	11.20	11.47	11.84	12.15	12.29	12.65	13.01	13.37	13.73	14.09
	O	16.80	17.21	17.76	18.23	18.44	18.98	19.52	20.06	20.60	21.14
3	B	14.66	15.07	15.48	15.88	16.29	16.70	17.11	17.51	17.92	18.33
	O	21.99	22.61	23.22	23.82	24.44	25.05	25.67	26.27	26.88	27.50
4	B	16.46	16.92	17.37	17.83	18.29	18.74	19.20	19.66	20.12	20.57
	O	24.69	25.38	26.06	26.75	27.44	28.11	28.80	29.49	30.18	30.86
5	B	18.93	19.44	19.95	20.46	20.97	21.48	21.99	22.51	23.02	23.53
	O	28.40	29.16	29.93	30.69	31.46	32.22	32.99	33.77	34.53	35.30
6	B	19.96	20.53	21.10	21.67	22.24	22.81	23.38	23.95	24.52	25.09
	O	29.94	30.80	31.65	32.51	33.36	34.22	35.07	35.93	36.78	37.64
7	B	21.55	22.18	22.81	23.45	24.08	24.71	25.35	25.98	26.62	27.25
	O	32.33	33.27	34.22	35.18	36.12	37.07	38.03	38.97	39.69	39.69
8	B	22.46	23.16	23.86	24.56	25.26	25.96	26.67	27.37	28.07	28.77
	O	33.69	34.74	35.79	36.84	37.89	38.94	39.69	39.69	39.69	39.69
9	B	24.03	24.80	25.58	26.35	27.13	27.90	28.68	29.45	30.23	31.00
	O	36.05	37.20	38.37	39.53	39.69	39.69	39.69	39.69	39.69	39.69
10	B	26.46	27.31	28.17	29.02	29.88	30.73	31.58	32.44	33.29	34.14
	O	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69
11	B	28.13	29.07	30.01	30.95	31.88	32.82	33.76	34.70	35.63	36.57
	O	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69
12	B	33.72	34.85	35.97	37.09	38.22	39.34	40.46	41.59	42.71	43.84
	O	39.69	39.69	39.69	39.69	39.69	39.69	40.46	41.59	42.71	43.84
13	B	40.10	41.44	42.77	44.11	45.45	46.78	48.12	49.45	50.79	52.13
	O	40.10	41.44	42.77	44.11	45.45	46.78	48.12	49.45	50.79	52.13
14	B	47.38	48.96	50.54	52.12	53.70	55.28	56.86	58.44	60.02	61.60
	O	47.38	48.96	50.54	52.12	53.70	55.28	56.86	58.44	60.02	61.60
15	B	55.74	57.60	59.45	61.31	63.17	65.03	66.89	68.74	70.60	72.46
	O	55.74	57.60	59.45	61.31	63.17	65.03	66.89	68.74	70.60	72.46

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.