

**SALARY TABLE 2012-CLE (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 18.68%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH**  
(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	\$ 10.12	\$ 10.46	\$ 10.80	\$ 11.13	\$ 11.47	\$ 11.67	\$ 12.00	\$ 12.34	\$ 12.35	\$ 12.66
	O	15.18	15.69	16.20	16.70	17.21	17.51	18.00	18.51	18.53	18.99
2	B	11.38	11.65	12.03	12.35	12.49	12.86	13.22	13.59	13.96	14.33
	O	17.07	17.48	18.05	18.53	18.74	19.29	19.83	20.39	20.94	21.50
3	B	14.90	15.32	15.73	16.15	16.56	16.97	17.39	17.80	18.22	18.63
	O	22.35	22.98	23.60	24.23	24.84	25.46	26.09	26.70	27.33	27.95
4	B	16.73	17.19	17.66	18.12	18.59	19.05	19.52	19.98	20.45	20.91
	O	25.10	25.79	26.49	27.18	27.89	28.58	29.28	29.97	30.68	31.37
5	B	19.24	19.76	20.28	20.80	21.32	21.84	22.36	22.88	23.40	23.92
	O	28.86	29.64	30.42	31.20	31.98	32.76	33.54	34.32	35.10	35.88
6	B	20.29	20.86	21.44	22.02	22.60	23.18	23.76	24.34	24.92	25.50
	O	30.44	31.29	32.16	33.03	33.90	34.77	35.64	36.51	37.38	38.25
7	B	21.90	22.54	23.19	23.83	24.48	25.12	25.77	26.41	27.05	27.70
	O	32.85	33.81	34.79	35.75	36.72	37.68	38.66	39.62	40.35	40.35
8	B	22.83	23.54	24.25	24.97	25.68	26.39	27.10	27.82	28.53	29.24
	O	34.25	35.31	36.38	37.46	38.52	39.59	40.35	40.35	40.35	40.35
9	B	24.42	25.21	26.00	26.79	27.57	28.36	29.15	29.94	30.72	31.51
	O	36.63	37.82	39.00	40.19	40.35	40.35	40.35	40.35	40.35	40.35
10	B	26.90	27.76	28.63	29.50	30.37	31.23	32.10	32.97	33.84	34.71
	O	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35
11	B	28.60	29.55	30.50	31.46	32.41	33.36	34.31	35.27	36.22	37.17
	O	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35
12	B	34.28	35.42	36.56	37.70	38.85	39.99	41.13	42.27	43.41	44.56
	O	40.35	40.35	40.35	40.35	40.35	40.35	41.13	42.27	43.41	44.56
13	B	40.76	42.12	43.48	44.83	46.19	47.55	48.91	50.27	51.63	52.99
	O	40.76	42.12	43.48	44.83	46.19	47.55	48.91	50.27	51.63	52.99
14	B	48.16	49.77	51.37	52.98	54.59	56.19	57.80	59.40	61.01	62.61
	O	48.16	49.77	51.37	52.98	54.59	56.19	57.80	59.40	61.01	62.61
15	B	56.66	58.54	60.43	62.32	64.21	66.10	67.99	69.87	71.76	73.65
	O	56.66	58.54	60.43	62.32	64.21	66.10	67.99	69.87	71.76	73.65

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.