

**U.S. Office of Personnel Management**  
**Ensuring the Federal Government has an effective civilian workforce**

**Salaries and Wages**

**SALARY TABLE 2009-RUS**

INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY  
 PAYMENT OF 13.86%

FOR THE LOCALITY PAY AREA OF REST OF U.S.

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.52%)


EFFECTIVE JANUARY 2009

Hourly/Overtime 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	9.57	9.89	10.21	10.52	10.84	11.03	11.34	11.66	11.67	11.97
	O	14.36	14.84	15.32	15.78	16.26	16.55	17.01	17.49	17.51	17.96
2	B	10.76	11.01	11.37	11.67	11.80	12.15	12.50	12.84	13.19	13.54
	O	16.14	16.52	17.06	17.51	17.70	18.23	18.75	19.26	19.79	20.31
3	B	11.74	12.13	12.52	12.91	13.30	13.69	14.09	14.48	14.87	15.26
	O	17.61	18.20	18.78	19.37	19.95	20.54	21.14	21.72	22.31	22.89
4	B	13.18	13.62	14.06	14.50	14.94	15.37	15.81	16.25	16.69	17.13
	O	19.77	20.43	21.09	21.75	22.41	23.06	23.72	24.38	25.04	25.70
5	B	14.74	15.24	15.73	16.22	16.71	17.20	17.69	18.19	18.68	19.17
	O	22.11	22.86	23.60	24.33	25.07	25.80	26.54	27.29	28.02	28.76
6	B	16.44	16.98	17.53	18.08	18.63	19.17	19.72	20.27	20.82	21.37
	O	24.66	25.47	26.30	27.12	27.95	28.76	29.58	30.41	31.23	32.06
7	B	18.26	18.87	19.48	20.09	20.70	21.31	21.92	22.53	23.13	23.74
	O	27.39	28.31	29.22	30.14	31.05	31.97	32.88	33.80	34.70	35.61
8	B	20.23	20.90	21.58	22.25	22.92	23.60	24.27	24.95	25.62	26.30
	O	30.35	31.35	32.37	33.38	34.38	35.40	36.41	36.90	36.90	36.90
9	B	22.34	23.09	23.83	24.57	25.32	26.06	26.81	27.55	28.30	29.04
	O	33.51	34.64	35.75	36.86	36.90	36.90	36.90	36.90	36.90	36.90
10	B	24.60	25.42	26.24	27.06	27.88	28.70	29.52	30.34	31.16	31.98
	O	36.90	36.90	36.90	36.90	36.90	36.90	36.90	36.90	36.90	36.90
11	B	27.03	27.93	28.83	29.73	30.63	31.53	32.43	33.33	34.24	35.14
	O	36.90	36.90	36.90	36.90	36.90	36.90	36.90	36.90	36.90	36.90
12	B	32.40	33.48	34.56	35.64	36.72	37.80	38.88	39.96	41.03	42.11
	O	36.90	36.90	36.90	36.90	36.90	37.80	38.88	39.96	41.03	42.11
	B	38.53	39.81	41.09	42.38	43.66	44.95	46.23	47.52	48.80	50.08

13	O	38.53	39.81	41.09	42.38	43.66	44.95	46.23	47.52	48.80	50.08
14	B	45.52	47.04	48.56	50.08	51.60	53.11	54.63	56.15	57.67	59.18
	O	45.52	47.04	48.56	50.08	51.60	53.11	54.63	56.15	57.67	59.18
15	B	53.55	55.34	57.12	58.91	60.69	62.48	64.26	66.05	67.83	69.62
	O	53.55	55.34	57.12	58.91	60.69	62.48	64.26	66.05	67.83	69.62

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