

**SALARY TABLE 2012-SD**  
**INCORPORATING A LOCALITY PAYMENT OF 24.19%**  
**FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA**  
(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	\$ 10.59	\$ 10.95	\$ 11.30	\$ 11.65	\$ 12.00	\$ 12.21	\$ 12.56	\$ 12.91	\$ 12.92	\$ 13.25
	O	15.89	16.43	16.95	17.48	18.00	18.32	18.84	19.37	19.38	19.88
2	B	11.91	12.19	12.59	12.92	13.07	13.45	13.84	14.22	14.61	14.99
	O	17.87	18.29	18.89	19.38	19.61	20.18	20.76	21.33	21.92	22.49
3	B	13.00	13.43	13.86	14.30	14.73	15.16	15.60	16.03	16.46	16.90
	O	19.50	20.15	20.79	21.45	22.10	22.74	23.40	24.05	24.69	25.35
4	B	14.59	15.08	15.56	16.05	16.53	17.02	17.51	17.99	18.48	18.97
	O	21.89	22.62	23.34	24.08	24.80	25.53	26.27	26.99	27.72	28.46
5	B	16.32	16.87	17.41	17.95	18.50	19.04	19.59	20.13	20.67	21.22
	O	24.48	25.31	26.12	26.93	27.75	28.56	29.39	30.20	31.01	31.83
6	B	18.20	18.80	19.41	20.01	20.62	21.23	21.83	22.44	23.05	23.65
	O	27.30	28.20	29.12	30.02	30.93	31.85	32.75	33.66	34.58	35.48
7	B	20.22	20.89	21.57	22.24	22.92	23.59	24.26	24.94	25.61	26.29
	O	30.33	31.34	32.36	33.36	34.38	35.39	36.39	37.41	38.42	39.44
8	B	22.39	23.14	23.89	24.63	25.38	26.12	26.87	27.62	28.36	29.11
	O	33.59	34.71	35.84	36.95	38.07	39.18	40.31	40.86	40.86	40.86
9	B	24.73	25.56	26.38	27.21	28.03	28.85	29.68	30.50	31.33	32.15
	O	37.10	38.34	39.57	40.82	40.86	40.86	40.86	40.86	40.86	40.86
10	B	27.24	28.14	29.05	29.96	30.87	31.78	32.69	33.59	34.50	35.41
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
11	B	29.92	30.92	31.92	32.92	33.91	34.91	35.91	36.91	37.90	38.90
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
12	B	35.87	37.06	38.26	39.45	40.65	41.84	43.04	44.24	45.43	46.63
	O	40.86	40.86	40.86	40.86	40.86	41.84	43.04	44.24	45.43	46.63
13	B	42.65	44.07	45.49	46.92	48.34	49.76	51.18	52.60	54.02	55.45
	O	42.65	44.07	45.49	46.92	48.34	49.76	51.18	52.60	54.02	55.45
14	B	50.40	52.08	53.76	55.44	57.12	58.80	60.48	62.16	63.84	65.52
	O	50.40	52.08	53.76	55.44	57.12	58.80	60.48	62.16	63.84	65.52
15	B	59.29	61.26	63.24	65.21	67.19	69.17	71.14	73.12	74.51	74.51
	O	59.29	61.26	63.24	65.21	67.19	69.17	71.14	73.12	74.51	74.51

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