

**SALARY TABLE 2009-SD (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.44%**  
**FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA**  
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 4.11%)

**EFFECTIVE JANUARY 2009**

*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   | \$ 10.37 | \$ 10.72 | \$ 11.07 | \$ 11.41 | \$ 11.75 | \$ 11.96 | \$ 12.30 | \$ 12.64 | \$ 12.66 | \$ 12.98 |
|       | O   | 15.56    | 16.08    | 16.61    | 17.12    | 17.63    | 17.94    | 18.45    | 18.96    | 18.99    | 19.47    |
| 2     | B   | 11.66    | 11.94    | 12.33    | 12.66    | 12.80    | 13.17    | 13.55    | 13.92    | 14.30    | 14.68    |
|       | O   | 17.49    | 17.91    | 18.50    | 18.99    | 19.20    | 19.76    | 20.33    | 20.88    | 21.45    | 22.02    |
| 3     | B   | 15.27    | 15.70    | 16.12    | 16.54    | 16.97    | 17.39    | 17.82    | 18.24    | 18.66    | 19.09    |
|       | O   | 22.91    | 23.55    | 24.18    | 24.81    | 25.46    | 26.09    | 26.73    | 27.36    | 27.99    | 28.64    |
| 4     | B   | 17.14    | 17.62    | 18.10    | 18.57    | 19.05    | 19.53    | 20.00    | 20.48    | 20.95    | 21.43    |
|       | O   | 25.71    | 26.43    | 27.15    | 27.86    | 28.58    | 29.30    | 30.00    | 30.72    | 31.43    | 32.15    |
| 5     | B   | 19.72    | 20.25    | 20.78    | 21.31    | 21.85    | 22.38    | 22.91    | 23.45    | 23.98    | 24.51    |
|       | O   | 29.58    | 30.38    | 31.17    | 31.97    | 32.78    | 33.57    | 34.37    | 35.18    | 35.97    | 36.77    |
| 6     | B   | 20.79    | 21.38    | 21.98    | 22.57    | 23.16    | 23.76    | 24.35    | 24.94    | 25.54    | 26.13    |
|       | O   | 31.19    | 32.07    | 32.97    | 33.86    | 34.74    | 35.64    | 36.53    | 37.41    | 38.31    | 39.20    |
| 7     | B   | 22.44    | 23.10    | 23.76    | 24.42    | 25.08    | 25.74    | 26.40    | 27.06    | 27.72    | 28.38    |
|       | O   | 33.66    | 34.65    | 35.64    | 36.63    | 37.62    | 38.61    | 39.60    | 40.59    | 41.34    | 41.34    |
| 8     | B   | 23.39    | 24.12    | 24.85    | 25.58    | 26.32    | 27.05    | 27.78    | 28.51    | 29.24    | 29.97    |
|       | O   | 35.09    | 36.18    | 37.28    | 38.37    | 39.48    | 40.58    | 41.34    | 41.34    | 41.34    | 41.34    |
| 9     | B   | 25.03    | 25.83    | 26.64    | 27.45    | 28.26    | 29.06    | 29.87    | 30.68    | 31.49    | 32.29    |
|       | O   | 37.55    | 38.75    | 39.96    | 41.18    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    |
| 10    | B   | 27.56    | 28.45    | 29.34    | 30.23    | 31.12    | 32.01    | 32.90    | 33.78    | 34.67    | 35.56    |
|       | O   | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    |
| 11    | B   | 29.30    | 30.28    | 31.26    | 32.23    | 33.21    | 34.19    | 35.16    | 36.14    | 37.12    | 38.09    |
|       | O   | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    |
| 12    | B   | 35.12    | 36.29    | 37.46    | 38.63    | 39.81    | 40.98    | 42.15    | 43.32    | 44.49    | 45.66    |
|       | O   | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 41.34    | 42.15    | 43.32    | 44.49    | 45.66    |
| 13    | B   | 41.77    | 43.16    | 44.55    | 45.94    | 47.34    | 48.73    | 50.12    | 51.51    | 52.91    | 54.30    |
|       | O   | 41.77    | 43.16    | 44.55    | 45.94    | 47.34    | 48.73    | 50.12    | 51.51    | 52.91    | 54.30    |
| 14    | B   | 49.36    | 51.00    | 52.65    | 54.29    | 55.94    | 57.58    | 59.23    | 60.87    | 62.52    | 64.16    |
|       | O   | 49.36    | 51.00    | 52.65    | 54.29    | 55.94    | 57.58    | 59.23    | 60.87    | 62.52    | 64.16    |
| 15    | B   | 58.06    | 59.99    | 61.93    | 63.86    | 65.80    | 67.73    | 69.67    | 71.60    | 73.41    | 73.41    |
|       | O   | 58.06    | 59.99    | 61.93    | 63.86    | 65.80    | 67.73    | 69.67    | 71.60    | 73.41    | 73.41    |

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