

**SALARY TABLE 2016-SD**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.73%**  
**FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA**  
**TOTAL INCREASE: 1.44%**  
**EFFECTIVE JANUARY 2016**

*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	\$ 10.96	\$ 11.33	\$ 11.69	\$ 12.06	\$ 12.42	\$ 12.63	\$ 12.99	\$ 13.36	\$ 13.37	\$ 13.71
	O	16.44	17.00	17.54	18.09	18.63	18.95	19.49	20.04	20.06	20.57
2	B	12.33	12.62	13.03	13.37	13.52	13.92	14.32	14.72	15.12	15.51
	O	18.50	18.93	19.55	20.06	20.28	20.88	21.48	22.08	22.68	23.27
3	B	13.45	13.90	14.34	14.79	15.24	15.69	16.14	16.59	17.03	17.48
	O	20.18	20.85	21.51	22.19	22.86	23.54	24.21	24.89	25.55	26.22
4	B	15.10	15.60	16.10	16.61	17.11	17.61	18.12	18.62	19.12	19.63
	O	22.65	23.40	24.15	24.92	25.67	26.42	27.18	27.93	28.68	29.45
5	B	16.89	17.45	18.02	18.58	19.14	19.71	20.27	20.83	21.39	21.96
	O	25.34	26.18	27.03	27.87	28.71	29.57	30.41	31.25	32.09	32.94
6	B	18.83	19.46	20.08	20.71	21.34	21.97	22.59	23.22	23.85	24.48
	O	28.25	29.19	30.12	31.07	32.01	32.96	33.89	34.83	35.78	36.72
7	B	20.92	21.62	22.32	23.02	23.71	24.41	25.11	25.81	26.50	27.20
	O	31.38	32.43	33.48	34.53	35.57	36.62	37.67	38.72	39.75	40.80
8	B	23.17	23.94	24.72	25.49	26.26	27.03	27.80	28.58	29.35	30.12
	O	34.76	35.91	37.08	38.24	39.39	40.55	41.70	42.27	42.27	42.27
9	B	25.59	26.45	27.30	28.15	29.00	29.86	30.71	31.56	32.42	33.27
	O	38.39	39.68	40.95	42.23	42.27	42.27	42.27	42.27	42.27	42.27
10	B	28.18	29.12	30.06	31.00	31.94	32.88	33.82	34.76	35.70	36.64
	O	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27
11	B	30.97	32.00	33.03	34.06	35.09	36.13	37.16	38.19	39.22	40.25
	O	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27
12	B	37.11	38.35	39.59	40.83	42.06	43.30	44.54	45.77	47.01	48.25
	O	42.27	42.27	42.27	42.27	42.27	43.30	44.54	45.77	47.01	48.25
13	B	44.13	45.61	47.08	48.55	50.02	51.49	52.96	54.43	55.91	57.38
	O	44.13	45.61	47.08	48.55	50.02	51.49	52.96	54.43	55.91	57.38
14	B	52.15	53.89	55.63	57.37	59.11	60.85	62.58	64.32	66.06	67.80
	O	52.15	53.89	55.63	57.37	59.11	60.85	62.58	64.32	66.06	67.80
15	B	61.35	63.39	65.44	67.48	69.53	71.57	73.62	75.66	76.81	76.81
	O	61.35	63.39	65.44	67.48	69.53	71.57	73.62	75.66	76.81	76.81

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

Applicable locations are shown on the 2016 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>