

EXHIBIT A

SALARY TABLE 2012-DCB
INCORPORATING A LOCALITY PAYMENT OF 24.22%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA
 (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	\$ 10.60	\$ 10.95	\$ 11.30	\$ 11.65	\$ 12.01	\$ 12.21	\$ 12.56	\$ 12.91	\$ 12.93	\$ 13.25
	O	15.90	16.43	16.95	17.48	18.02	18.32	18.84	19.37	19.40	19.88
2	B	11.91	12.20	12.59	12.93	13.07	13.46	13.84	14.22	14.61	14.99
	O	17.87	18.30	18.89	19.40	19.61	20.19	20.76	21.33	21.92	22.49
3	B	13.00	13.43	13.87	14.30	14.73	15.17	15.60	16.03	16.47	16.90
	O	19.50	20.15	20.81	21.45	22.10	22.76	23.40	24.05	24.71	25.35
4	B	14.59	15.08	15.57	16.05	16.54	17.02	17.51	18.00	18.48	18.97
	O	21.89	22.62	23.36	24.08	24.81	25.53	26.27	27.00	27.72	28.46
5	B	16.33	16.87	17.42	17.96	18.50	19.05	19.59	20.14	20.68	21.22
	O	24.50	25.31	26.13	26.94	27.75	28.58	29.39	30.21	31.02	31.83
6	B	18.20	18.81	19.41	20.02	20.63	21.23	21.84	22.45	23.05	23.66
	O	27.30	28.22	29.12	30.03	30.95	31.85	32.76	33.68	34.58	35.49
7	B	20.22	20.90	21.57	22.25	22.92	23.60	24.27	24.95	25.62	26.29
	O	30.33	31.35	32.36	33.38	34.38	35.40	36.41	37.43	38.43	39.44
8	B	22.40	23.14	23.89	24.64	25.38	26.13	26.88	27.62	28.37	29.12
	O	33.60	34.71	35.84	36.96	38.07	39.20	40.32	40.86	40.86	40.86
9	B	24.74	25.56	26.39	27.21	28.04	28.86	29.68	30.51	31.33	32.16
	O	37.11	38.34	39.59	40.82	40.86	40.86	40.86	40.86	40.86	40.86
10	B	27.24	28.15	29.06	29.97	30.88	31.78	32.69	33.60	34.51	35.42
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
11	B	29.93	30.93	31.93	32.92	33.92	34.92	35.92	36.91	37.91	38.91
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
12	B	35.88	37.07	38.27	39.46	40.66	41.85	43.05	44.25	45.44	46.64
	O	40.86	40.86	40.86	40.86	40.86	41.85	43.05	44.25	45.44	46.64
13	B	42.66	44.08	45.51	46.93	48.35	49.77	51.19	52.61	54.04	55.46
	O	42.66	44.08	45.51	46.93	48.35	49.77	51.19	52.61	54.04	55.46
14	B	50.41	52.09	53.77	55.45	57.13	58.81	60.49	62.17	63.85	65.53
	O	50.41	52.09	53.77	55.45	57.13	58.81	60.49	62.17	63.85	65.53
15	B	59.30	61.28	63.25	65.23	67.21	69.18	71.16	73.14	74.51	74.51
	O	59.30	61.28	63.25	65.23	67.21	69.18	71.16	73.14	74.51	74.51

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