

**SALARY TABLE 2016-HB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.47%**  
**FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA**  
**TOTAL INCREASE: 1.27%**  
**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	\$ 10.06	\$ 10.40	\$ 10.73	\$ 11.06	\$ 11.40	\$ 11.60	\$ 11.93	\$ 12.26	\$ 12.27	\$ 12.58
	O	15.09	15.60	16.10	16.59	17.10	17.40	17.90	18.39	18.41	18.87
2	B	11.31	11.58	11.96	12.27	12.41	12.78	13.14	13.51	13.87	14.24
	O	16.97	17.37	17.94	18.41	18.62	19.17	19.71	20.27	20.81	21.36
3	B	14.81	15.22	15.63	16.04	16.46	16.87	17.28	17.69	18.10	18.51
	O	22.22	22.83	23.45	24.06	24.69	25.31	25.92	26.54	27.15	27.77
4	B	16.63	17.09	17.55	18.01	18.47	18.94	19.40	19.86	20.32	20.78
	O	24.95	25.64	26.33	27.02	27.71	28.41	29.10	29.79	30.48	31.17
5	B	19.12	19.63	20.15	20.67	21.18	21.70	22.22	22.74	23.25	23.77
	O	28.68	29.45	30.23	31.01	31.77	32.55	33.33	34.11	34.88	35.66
6	B	20.16	20.74	21.31	21.89	22.46	23.04	23.61	24.19	24.77	25.34
	O	30.24	31.11	31.97	32.84	33.69	34.56	35.42	36.29	37.16	38.01
7	B	21.76	22.40	23.04	23.68	24.32	24.96	25.60	26.24	26.88	27.52
	O	32.64	33.60	34.56	35.52	36.48	37.44	38.40	39.36	40.10	40.10
8	B	22.68	23.39	24.10	24.81	25.52	26.23	26.93	27.64	28.35	29.06
	O	34.02	35.09	36.15	37.22	38.28	39.35	40.10	40.10	40.10	40.10
9	B	24.27	25.05	25.84	26.62	27.40	28.18	28.97	29.75	30.53	31.31
	O	36.41	37.58	38.76	39.93	40.10	40.10	40.10	40.10	40.10	40.10
10	B	26.73	27.59	28.45	29.31	30.18	31.04	31.90	32.76	33.63	34.49
	O	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10
11	B	28.42	29.37	30.31	31.26	32.21	33.15	34.10	35.05	36.00	36.94
	O	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10
12	B	34.06	35.20	36.33	37.47	38.60	39.74	40.87	42.01	43.14	44.28
	O	40.10	40.10	40.10	40.10	40.10	40.10	40.87	42.01	43.14	44.28
13	B	40.50	41.85	43.20	44.55	45.91	47.26	48.61	49.96	51.31	52.66
	O	40.50	41.85	43.20	44.55	45.91	47.26	48.61	49.96	51.31	52.66
14	B	47.86	49.46	51.05	52.65	54.25	55.84	57.44	59.03	60.63	62.22
	O	47.86	49.46	51.05	52.65	54.25	55.84	57.44	59.03	60.63	62.22
15	B	56.30	58.18	60.05	61.93	63.81	65.69	67.56	69.44	71.32	73.19
	O	56.30	58.18	60.05	61.93	63.81	65.69	67.56	69.44	71.32	73.19

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.

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/>