

**SALARY TABLE 2016-RUS (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.35%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**

**TOTAL INCREASE: 1.17%**

**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	\$ 10.05	\$ 10.39	\$ 10.72	\$ 11.05	\$ 11.39	\$ 11.58	\$ 11.91	\$ 12.25	\$ 12.26	\$ 12.57
	O	15.08	15.59	16.08	16.58	17.09	17.37	17.87	18.38	18.39	18.86
2	B	11.30	11.57	11.94	12.26	12.40	12.76	13.13	13.49	13.86	14.22
	O	16.95	17.36	17.91	18.39	18.60	19.14	19.70	20.24	20.79	21.33
3	B	14.79	15.21	15.62	16.03	16.44	16.85	17.26	17.67	18.08	18.49
	O	22.19	22.82	23.43	24.05	24.66	25.28	25.89	26.51	27.12	27.74
4	B	16.61	17.07	17.53	17.99	18.45	18.92	19.38	19.84	20.30	20.76
	O	24.92	25.61	26.30	26.99	27.68	28.38	29.07	29.76	30.45	31.14
5	B	19.10	19.61	20.13	20.65	21.16	21.68	22.20	22.71	23.23	23.74
	O	28.65	29.42	30.20	30.98	31.74	32.52	33.30	34.07	34.85	35.61
6	B	20.14	20.71	21.29	21.86	22.44	23.01	23.59	24.17	24.74	25.32
	O	30.21	31.07	31.94	32.79	33.66	34.52	35.39	36.26	37.11	37.98
7	B	21.74	22.38	23.02	23.66	24.30	24.94	25.58	26.22	26.85	27.49
	O	32.61	33.57	34.53	35.49	36.45	37.41	38.37	39.33	40.05	40.05
8	B	22.66	23.37	24.07	24.78	25.49	26.20	26.91	27.61	28.32	29.03
	O	33.99	35.06	36.11	37.17	38.24	39.30	40.05	40.05	40.05	40.05
9	B	24.25	25.03	25.81	26.59	27.37	28.15	28.94	29.72	30.50	31.28
	O	36.38	37.55	38.72	39.89	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.56	28.42	29.28	30.15	31.01	31.87	32.73	33.59	34.45
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	28.39	29.33	30.28	31.23	32.17	33.12	34.07	35.01	35.96	36.90
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	34.03	35.16	36.29	37.43	38.56	39.70	40.83	41.97	43.10	44.23
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.83	41.97	43.10	44.23
13	B	40.46	41.81	43.16	44.51	45.86	47.21	48.56	49.90	51.25	52.60
	O	40.46	41.81	43.16	44.51	45.86	47.21	48.56	49.90	51.25	52.60
14	B	47.81	49.41	51.00	52.59	54.19	55.78	57.38	58.97	60.56	62.16
	O	47.81	49.41	51.00	52.59	54.19	55.78	57.38	58.97	60.56	62.16
15	B	56.24	58.12	59.99	61.87	63.74	65.62	67.49	69.37	71.24	73.12
	O	56.24	58.12	59.99	61.87	63.74	65.62	67.49	69.37	71.24	73.12

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/>