

**SALARY TABLE 2016-DET**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.40%**  
**FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI**  
**TOTAL INCREASE: 1.25%**  
**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	\$ 10.93	\$ 11.30	\$ 11.66	\$ 12.02	\$ 12.39	\$ 12.60	\$ 12.96	\$ 13.32	\$ 13.34	\$ 13.67
	O	16.40	16.95	17.49	18.03	18.59	18.90	19.44	19.98	20.01	20.51
2	B	12.29	12.59	12.99	13.34	13.49	13.89	14.28	14.68	15.08	15.47
	O	18.44	18.89	19.49	20.01	20.24	20.84	21.42	22.02	22.62	23.21
3	B	13.41	13.86	14.31	14.75	15.20	15.65	16.09	16.54	16.99	17.44
	O	20.12	20.79	21.47	22.13	22.80	23.48	24.14	24.81	25.49	26.16
4	B	15.06	15.56	16.06	16.56	17.06	17.57	18.07	18.57	19.07	19.57
	O	22.59	23.34	24.09	24.84	25.59	26.36	27.11	27.86	28.61	29.36
5	B	16.85	17.41	17.97	18.53	19.09	19.65	20.22	20.78	21.34	21.90
	O	25.28	26.12	26.96	27.80	28.64	29.48	30.33	31.17	32.01	32.85
6	B	18.78	19.40	20.03	20.66	21.28	21.91	22.53	23.16	23.79	24.41
	O	28.17	29.10	30.05	30.99	31.92	32.87	33.80	34.74	35.69	36.62
7	B	20.87	21.56	22.26	22.95	23.65	24.35	25.04	25.74	26.43	27.13
	O	31.31	32.34	33.39	34.43	35.48	36.53	37.56	38.61	39.65	40.70
8	B	23.11	23.88	24.65	25.42	26.19	26.96	27.73	28.50	29.27	30.04
	O	34.67	35.82	36.98	38.13	39.29	40.44	41.60	42.77	42.17	42.17
9	B	25.53	26.38	27.23	28.08	28.93	29.78	30.63	31.48	32.33	33.18
	O	38.30	39.57	40.85	42.12	42.17	42.17	42.17	42.17	42.17	42.17
10	B	28.11	29.05	29.98	30.92	31.86	32.79	33.73	34.67	35.61	36.54
	O	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17
11	B	30.88	31.91	32.94	33.97	35.00	36.03	37.06	38.09	39.12	40.15
	O	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17
12	B	37.02	38.25	39.48	40.72	41.95	43.19	44.42	45.65	46.89	48.12
	O	42.17	42.17	42.17	42.17	42.17	43.19	44.42	45.65	46.89	48.12
13	B	44.02	45.48	46.95	48.42	49.89	51.36	52.82	54.29	55.76	57.23
	O	44.02	45.48	46.95	48.42	49.89	51.36	52.82	54.29	55.76	57.23
14	B	52.01	53.75	55.48	57.22	58.95	60.68	62.42	64.15	65.89	67.62
	O	52.01	53.75	55.48	57.22	58.95	60.68	62.42	64.15	65.89	67.62
15	B	61.18	63.22	65.26	67.30	69.34	71.38	73.42	75.46	76.81	76.81
	O	61.18	63.22	65.26	67.30	69.34	71.38	73.42	75.46	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/>