

**SALARY TABLE 2015-GS**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE**  
**EFFECTIVE JANUARY 2015**

*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	\$ 8.70	\$ 8.99	\$ 9.28	\$ 9.57	\$ 9.86	\$ 10.03	\$ 10.32	\$ 10.60	\$ 10.61	\$ 10.88
	O	13.05	13.49	13.92	14.36	14.79	15.05	15.48	15.90	15.92	16.32
2	B	9.78	10.02	10.34	10.61	10.73	11.05	11.37	11.68	12.00	12.31
	O	14.67	15.03	15.51	15.92	16.10	16.58	17.06	17.52	18.00	18.47
3	B	10.68	11.03	11.39	11.74	12.10	12.46	12.81	13.17	13.52	13.88
	O	16.02	16.55	17.09	17.61	18.15	18.69	19.22	19.76	20.28	20.82
4	B	11.98	12.38	12.78	13.18	13.58	13.98	14.38	14.78	15.18	15.58
	O	17.97	18.57	19.17	19.77	20.37	20.97	21.57	22.17	22.77	23.37
5	B	13.41	13.85	14.30	14.75	15.20	15.64	16.09	16.54	16.98	17.43
	O	20.12	20.78	21.45	22.13	22.80	23.46	24.14	24.81	25.47	26.15
6	B	14.95	15.44	15.94	16.44	16.94	17.44	17.94	18.43	18.93	19.43
	O	22.43	23.16	23.91	24.66	25.41	26.16	26.91	27.65	28.40	29.15
7	B	16.61	17.16	17.72	18.27	18.82	19.38	19.93	20.48	21.04	21.59
	O	24.92	25.74	26.58	27.41	28.23	29.07	29.90	30.72	31.56	32.39
8	B	18.39	19.01	19.62	20.23	20.85	21.46	22.07	22.69	23.30	23.91
	O	27.59	28.52	29.43	30.35	31.28	32.19	33.11	33.56	33.56	33.56
9	B	20.32	20.99	21.67	22.35	23.02	23.70	24.38	25.06	25.73	26.41
	O	30.48	31.49	32.51	33.53	33.56	33.56	33.56	33.56	33.56	33.56
10	B	22.37	23.12	23.86	24.61	25.35	26.10	26.85	27.59	28.34	29.08
	O	33.56	33.56	33.56	33.56	33.56	33.56	33.56	33.56	33.56	33.56
11	B	24.58	25.40	26.22	27.04	27.86	28.68	29.50	30.32	31.13	31.95
	O	33.56	33.56	33.56	33.56	33.56	33.56	33.56	33.56	33.56	33.56
12	B	29.46	30.44	31.43	32.41	33.39	34.37	35.36	36.34	37.32	38.30
	O	33.56	33.56	33.56	33.56	33.56	34.37	35.36	36.34	37.32	38.30
13	B	35.03	36.20	37.37	38.54	39.70	40.87	42.04	43.21	44.38	45.54
	O	35.03	36.20	37.37	38.54	39.70	40.87	42.04	43.21	44.38	45.54
14	B	41.40	42.78	44.16	45.54	46.92	48.30	49.68	51.06	52.44	53.82
	O	41.40	42.78	44.16	45.54	46.92	48.30	49.68	51.06	52.44	53.82
15	B	48.70	50.32	51.94	53.57	55.19	56.81	58.44	60.06	61.68	63.31
	O	48.70	50.32	51.94	53.57	55.19	56.81	58.44	60.06	61.68	63.31

**SALARY TABLE 2015-ATL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.29%**  
**FOR THE LOCALITY PAY AREA OF ATLANTA-SANDY SPRINGS-GAINESVILLE, GA-AL**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.38	\$ 10.73	\$ 11.07	\$ 11.42	\$ 11.76	\$ 11.96	\$ 12.31	\$ 12.65	\$ 12.66	\$ 12.98
	O	15.57	16.10	16.61	17.13	17.64	17.94	18.47	18.98	18.99	19.47
2	B	11.67	11.95	12.34	12.66	12.81	13.18	13.56	13.94	14.31	14.69
	O	17.51	17.93	18.51	18.99	19.22	19.77	20.34	20.91	21.47	22.04
3	B	12.73	13.16	13.58	14.01	14.43	14.86	15.28	15.71	16.13	16.56
	O	19.10	19.74	20.37	21.02	21.65	22.29	22.92	23.57	24.20	24.84
4	B	14.30	14.77	15.25	15.73	16.20	16.68	17.16	17.63	18.11	18.59
	O	21.45	22.16	22.88	23.60	24.30	25.02	25.74	26.45	27.17	27.89
5	B	15.99	16.53	17.06	17.59	18.13	18.66	19.19	19.73	20.26	20.79
	O	23.99	24.80	25.59	26.39	27.20	27.99	28.79	29.60	30.39	31.19
6	B	17.83	18.42	19.02	19.61	20.21	20.80	21.40	21.99	22.58	23.18
	O	26.75	27.63	28.53	29.42	30.32	31.20	32.10	32.99	33.87	34.77
7	B	19.81	20.47	21.13	21.79	22.45	23.11	23.77	24.43	25.09	25.75
	O	29.72	30.71	31.70	32.69	33.68	34.67	35.66	36.65	37.64	38.63
8	B	21.94	22.67	23.40	24.14	24.87	25.60	26.33	27.06	27.79	28.53
	O	32.91	34.01	35.10	36.21	37.31	38.40	39.50	40.04	40.04	40.04
9	B	24.23	25.04	25.85	26.66	27.47	28.27	29.08	29.89	30.70	31.50
	O	36.35	37.56	38.78	39.99	40.04	40.04	40.04	40.04	40.04	40.04
10	B	26.69	27.58	28.47	29.36	30.25	31.13	32.02	32.91	33.80	34.69
	O	40.04	40.04	40.04	40.04	40.04	40.04	40.04	40.04	40.04	40.04
11	B	29.32	30.30	31.28	32.25	33.23	34.21	35.19	36.16	37.14	38.12
	O	40.04	40.04	40.04	40.04	40.04	40.04	40.04	40.04	40.04	40.04
12	B	35.14	36.32	37.49	38.66	39.83	41.00	42.17	43.35	44.52	45.69
	O	40.04	40.04	40.04	40.04	40.04	41.00	42.17	43.35	44.52	45.69
13	B	41.79	43.18	44.58	45.97	47.36	48.76	50.15	51.54	52.94	54.33
	O	41.79	43.18	44.58	45.97	47.36	48.76	50.15	51.54	52.94	54.33
14	B	49.38	51.03	52.68	54.32	55.97	57.62	59.26	60.91	62.55	64.20
	O	49.38	51.03	52.68	54.32	55.97	57.62	59.26	60.91	62.55	64.20
15	B	58.09	60.03	61.96	63.90	65.84	67.77	69.71	71.65	73.58	75.52
	O	58.09	60.03	61.96	63.90	65.84	67.77	69.71	71.65	73.58	75.52

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-BOS**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.80%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-MANCHESTER, MA-NH-RI-ME**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.86	\$ 11.22	\$ 11.58	\$ 11.94	\$ 12.30	\$ 12.52	\$ 12.87	\$ 13.23	\$ 13.25	\$ 13.58
	O	16.29	16.83	17.37	17.91	18.45	18.78	19.31	19.85	19.88	20.37
2	B	12.21	12.50	12.91	13.25	13.40	13.79	14.18	14.58	14.97	15.37
	O	18.32	18.75	19.37	19.88	20.10	20.69	21.27	21.87	22.46	23.06
3	B	13.32	13.77	14.21	14.66	15.10	15.54	15.99	16.43	16.88	17.32
	O	19.98	20.66	21.32	21.99	22.65	23.31	23.99	24.65	25.32	25.98
4	B	14.96	15.46	15.95	16.45	16.95	17.45	17.95	18.45	18.95	19.44
	O	22.44	23.19	23.93	24.68	25.43	26.18	26.93	27.68	28.43	29.16
5	B	16.73	17.29	17.85	18.41	18.96	19.52	20.08	20.64	21.20	21.75
	O	25.10	25.94	26.78	27.62	28.44	29.28	30.12	30.96	31.80	32.63
6	B	18.65	19.27	19.90	20.52	21.14	21.76	22.38	23.01	23.63	24.25
	O	27.98	28.91	29.85	30.78	31.71	32.64	33.57	34.52	35.45	36.38
7	B	20.73	21.42	22.11	22.80	23.49	24.18	24.87	25.56	26.25	26.94
	O	31.10	32.13	33.17	34.20	35.24	36.27	37.31	38.34	39.38	40.41
8	B	22.95	23.72	24.49	25.25	26.02	26.78	27.55	28.31	29.08	29.84
	O	34.43	35.58	36.74	37.88	39.03	40.17	41.33	41.88	41.88	41.88
9	B	25.35	26.20	27.04	27.89	28.73	29.58	30.42	31.27	32.11	32.96
	O	38.03	39.30	40.56	41.84	41.88	41.88	41.88	41.88	41.88	41.88
10	B	27.92	28.85	29.78	30.71	31.64	32.57	33.50	34.43	35.36	36.29
	O	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88
11	B	30.68	31.70	32.72	33.74	34.77	35.79	36.81	37.83	38.86	39.88
	O	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88
12	B	36.77	37.99	39.22	40.45	41.67	42.90	44.12	45.35	46.57	47.80
	O	41.88	41.88	41.88	41.88	41.88	42.90	44.12	45.35	46.57	47.80
13	B	43.72	45.18	46.64	48.09	49.55	51.01	52.47	53.92	55.38	56.84
	O	43.72	45.18	46.64	48.09	49.55	51.01	52.47	53.92	55.38	56.84
14	B	51.67	53.39	55.11	56.83	58.55	60.28	62.00	63.72	65.44	67.17
	O	51.67	53.39	55.11	56.83	58.55	60.28	62.00	63.72	65.44	67.17
15	B	60.77	62.80	64.83	66.85	68.88	70.90	72.93	74.96	76.04	76.04
	O	60.77	62.80	64.83	66.85	68.88	70.90	72.93	74.96	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-BU**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.98%**  
**FOR THE LOCALITY PAY AREA OF BUFFALO-NIAGARA-CATTARAUGUS, NY**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.18	\$ 10.52	\$ 10.86	\$ 11.20	\$ 11.53	\$ 11.73	\$ 12.07	\$ 12.40	\$ 12.42	\$ 12.73
	O	15.27	15.78	16.29	16.80	17.30	17.60	18.11	18.60	18.63	19.10
2	B	11.45	11.72	12.10	12.42	12.56	12.93	13.30	13.67	14.03	14.40
	O	17.18	17.58	18.15	18.63	18.84	19.40	19.95	20.51	21.05	21.60
3	B	12.49	12.90	13.32	13.74	14.15	14.57	14.99	15.40	15.82	16.24
	O	18.74	19.35	19.98	20.61	21.23	21.86	22.49	23.10	23.73	24.36
4	B	14.02	14.49	14.95	15.42	15.89	16.36	16.82	17.29	17.76	18.23
	O	21.03	21.74	22.43	23.13	23.84	24.54	25.23	25.94	26.64	27.35
5	B	15.68	16.21	16.73	17.25	17.78	18.30	18.82	19.34	19.87	20.39
	O	23.52	24.32	25.10	25.88	26.67	27.45	28.23	29.01	29.81	30.59
6	B	17.48	18.07	18.65	19.23	19.82	20.40	20.98	21.56	22.15	22.73
	O	26.22	27.11	27.98	28.85	29.73	30.60	31.47	32.34	33.23	34.10
7	B	19.43	20.08	20.72	21.37	22.02	22.67	23.31	23.96	24.61	25.26
	O	29.15	30.12	31.08	32.06	33.03	34.01	34.97	35.94	36.92	37.89
8	B	21.52	22.23	22.95	23.67	24.39	25.10	25.82	26.54	27.26	27.97
	O	32.28	33.35	34.43	35.51	36.59	37.65	38.73	39.26	39.26	39.26
9	B	23.77	24.56	25.35	26.14	26.93	27.73	28.52	29.31	30.10	30.89
	O	35.66	36.84	38.03	39.21	39.26	39.26	39.26	39.26	39.26	39.26
10	B	26.17	27.04	27.92	28.79	29.66	30.53	31.40	32.28	33.15	34.02
	O	39.26	39.26	39.26	39.26	39.26	39.26	39.26	39.26	39.26	39.26
11	B	28.75	29.71	30.67	31.63	32.59	33.55	34.50	35.46	36.42	37.38
	O	39.26	39.26	39.26	39.26	39.26	39.26	39.26	39.26	39.26	39.26
12	B	34.46	35.61	36.76	37.91	39.06	40.21	41.36	42.51	43.66	44.81
	O	39.26	39.26	39.26	39.26	39.26	40.21	41.36	42.51	43.66	44.81
13	B	40.98	42.35	43.71	45.08	46.45	47.81	49.18	50.54	51.91	53.28
	O	40.98	42.35	43.71	45.08	46.45	47.81	49.18	50.54	51.91	53.28
14	B	48.43	50.04	51.66	53.27	54.89	56.50	58.11	59.73	61.34	62.96
	O	48.43	50.04	51.66	53.27	54.89	56.50	58.11	59.73	61.34	62.96
15	B	56.97	58.86	60.76	62.66	64.56	66.46	68.36	70.26	72.16	74.06
	O	56.97	58.86	60.76	62.66	64.56	66.46	68.36	70.26	72.16	74.06

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-CHI**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.10%**  
**FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE-MICHIGAN CITY, IL-IN-WI**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.89	\$ 11.25	\$ 11.61	\$ 11.97	\$ 12.33	\$ 12.55	\$ 12.90	\$ 13.27	\$ 13.28	\$ 13.61
	O	16.34	16.88	17.42	17.96	18.50	18.83	19.35	19.91	19.92	20.42
2	B	12.24	12.53	12.94	13.28	13.43	13.82	14.22	14.61	15.01	15.40
	O	18.36	18.80	19.41	19.92	20.15	20.73	21.33	21.92	22.52	23.10
3	B	13.35	13.80	14.25	14.69	15.14	15.58	16.03	16.47	16.92	17.36
	O	20.03	20.70	21.38	22.04	22.71	23.37	24.05	24.71	25.38	26.04
4	B	14.99	15.49	15.99	16.49	16.99	17.49	17.99	18.49	18.99	19.49
	O	22.49	23.24	23.99	24.74	25.49	26.24	26.99	27.74	28.49	29.24
5	B	16.77	17.33	17.89	18.45	19.01	19.57	20.13	20.69	21.25	21.81
	O	25.16	26.00	26.84	27.68	28.52	29.36	30.20	31.04	31.88	32.72
6	B	18.70	19.32	19.94	20.57	21.19	21.81	22.44	23.06	23.68	24.31
	O	28.05	28.98	29.91	30.86	31.79	32.72	33.66	34.59	35.52	36.47
7	B	20.78	21.47	22.16	22.85	23.55	24.24	24.93	25.62	26.32	27.01
	O	31.17	32.21	33.24	34.28	35.33	36.36	37.40	38.43	39.48	40.52
8	B	23.01	23.78	24.54	25.31	26.08	26.85	27.61	28.38	29.15	29.92
	O	34.52	35.67	36.81	37.97	39.12	40.28	41.42	41.99	41.99	41.99
9	B	25.41	26.26	27.11	27.96	28.80	29.65	30.50	31.34	32.19	33.04
	O	38.12	39.39	40.67	41.94	41.99	41.99	41.99	41.99	41.99	41.99
10	B	27.99	28.92	29.85	30.79	31.72	32.65	33.58	34.52	35.45	36.38
	O	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99
11	B	30.75	31.77	32.80	33.82	34.85	35.87	36.90	37.92	38.95	39.97
	O	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99
12	B	36.86	38.09	39.31	40.54	41.77	43.00	44.23	45.46	46.69	47.92
	O	41.99	41.99	41.99	41.99	41.99	43.00	44.23	45.46	46.69	47.92
13	B	43.83	45.29	46.75	48.21	49.67	51.13	52.59	54.05	55.51	56.97
	O	43.83	45.29	46.75	48.21	49.67	51.13	52.59	54.05	55.51	56.97
14	B	51.79	53.52	55.24	56.97	58.70	60.42	62.15	63.87	65.60	67.33
	O	51.79	53.52	55.24	56.97	58.70	60.42	62.15	63.87	65.60	67.33
15	B	60.92	62.95	64.98	67.01	69.04	71.07	73.10	75.14	76.04	76.04
	O	60.92	62.95	64.98	67.01	69.04	71.07	73.10	75.14	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-CIN**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.55%**  
**FOR THE LOCALITY PAY AREA OF CINCINNATI-MIDDLETOWN-WILMINGTON, OH-KY-IN**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.32	\$ 10.66	\$ 11.00	\$ 11.35	\$ 11.69	\$ 11.89	\$ 12.23	\$ 12.57	\$ 12.58	\$ 12.90
	O	15.48	15.99	16.50	17.03	17.54	17.84	18.35	18.86	18.87	19.35
2	B	11.60	11.87	12.26	12.58	12.73	13.10	13.47	13.85	14.22	14.60
	O	17.40	17.81	18.39	18.87	19.10	19.65	20.21	20.78	21.33	21.90
3	B	12.66	13.08	13.50	13.92	14.34	14.77	15.19	15.61	16.03	16.45
	O	18.99	19.62	20.25	20.88	21.51	22.16	22.79	23.42	24.05	24.68
4	B	14.21	14.68	15.15	15.63	16.10	16.58	17.05	17.52	18.00	18.47
	O	21.32	22.02	22.73	23.45	24.15	24.87	25.58	26.28	27.00	27.71
5	B	15.90	16.43	16.95	17.48	18.01	18.54	19.07	19.60	20.13	20.66
	O	23.85	24.65	25.43	26.22	27.02	27.81	28.61	29.40	30.20	30.99
6	B	17.72	18.31	18.90	19.49	20.08	20.67	21.26	21.85	22.44	23.03
	O	26.58	27.47	28.35	29.24	30.12	31.01	31.89	32.78	33.66	34.55
7	B	19.69	20.35	21.00	21.66	22.31	22.97	23.63	24.28	24.94	25.59
	O	29.54	30.53	31.50	32.49	33.47	34.46	35.45	36.42	37.41	38.39
8	B	21.81	22.53	23.26	23.99	24.71	25.44	26.17	26.90	27.62	28.35
	O	32.72	33.80	34.89	35.99	37.07	38.16	39.26	39.78	39.78	39.78
9	B	24.08	24.89	25.69	26.49	27.29	28.10	28.90	29.70	30.51	31.31
	O	36.12	37.34	38.54	39.74	39.78	39.78	39.78	39.78	39.78	39.78
10	B	26.52	27.41	28.29	29.17	30.06	30.94	31.83	32.71	33.59	34.48
	O	39.78	39.78	39.78	39.78	39.78	39.78	39.78	39.78	39.78	39.78
11	B	29.14	30.11	31.08	32.05	33.02	34.00	34.97	35.94	36.91	37.88
	O	39.78	39.78	39.78	39.78	39.78	39.78	39.78	39.78	39.78	39.78
12	B	34.93	36.09	37.26	38.42	39.58	40.75	41.91	43.08	44.24	45.41
	O	39.78	39.78	39.78	39.78	39.78	40.75	41.91	43.08	44.24	45.41
13	B	41.53	42.92	44.30	45.69	47.07	48.45	49.84	51.22	52.61	53.99
	O	41.53	42.92	44.30	45.69	47.07	48.45	49.84	51.22	52.61	53.99
14	B	49.08	50.71	52.35	53.99	55.62	57.26	58.89	60.53	62.17	63.80
	O	49.08	50.71	52.35	53.99	55.62	57.26	58.89	60.53	62.17	63.80
15	B	57.73	59.65	61.58	63.50	65.43	67.35	69.28	71.20	73.13	75.05
	O	57.73	59.65	61.58	63.50	65.43	67.35	69.28	71.20	73.13	75.05

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-CLE**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.68%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-ELYRIA, OH**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.33	\$ 10.67	\$ 11.02	\$ 11.36	\$ 11.70	\$ 11.90	\$ 12.24	\$ 12.58	\$ 12.60	\$ 12.92
	O	15.50	16.01	16.53	17.04	17.55	17.85	18.36	18.87	18.90	19.38
2	B	11.61	11.89	12.27	12.60	12.74	13.11	13.49	13.86	14.24	14.61
	O	17.42	17.84	18.41	18.90	19.11	19.67	20.24	20.79	21.36	21.92
3	B	12.67	13.09	13.51	13.94	14.36	14.78	15.20	15.63	16.05	16.47
	O	19.01	19.64	20.27	20.91	21.54	22.17	22.80	23.45	24.08	24.71
4	B	14.22	14.70	15.17	15.65	16.12	16.59	17.07	17.54	18.02	18.49
	O	21.33	22.05	22.76	23.48	24.18	24.89	25.61	26.31	27.03	27.74
5	B	15.91	16.44	16.97	17.50	18.03	18.56	19.10	19.63	20.16	20.69
	O	23.87	24.66	25.46	26.25	27.05	27.84	28.65	29.45	30.24	31.04
6	B	17.74	18.33	18.92	19.51	20.10	20.69	21.29	21.88	22.47	23.06
	O	26.61	27.50	28.38	29.27	30.15	31.04	31.94	32.82	33.71	34.59
7	B	19.71	20.37	21.02	21.68	22.34	23.00	23.65	24.31	24.97	25.62
	O	29.57	30.56	31.53	32.52	33.51	34.50	35.48	36.47	37.46	38.43
8	B	21.83	22.56	23.29	24.01	24.74	25.47	26.20	26.92	27.65	28.38
	O	32.75	33.84	34.94	36.02	37.11	38.21	39.30	39.83	39.83	39.83
9	B	24.11	24.91	25.72	26.52	27.32	28.13	28.93	29.74	30.54	31.34
	O	36.17	37.37	38.58	39.78	39.83	39.83	39.83	39.83	39.83	39.83
10	B	26.55	27.44	28.32	29.21	30.09	30.98	31.86	32.75	33.63	34.52
	O	39.83	39.83	39.83	39.83	39.83	39.83	39.83	39.83	39.83	39.83
11	B	29.17	30.14	31.12	32.09	33.06	34.03	35.01	35.98	36.95	37.92
	O	39.83	39.83	39.83	39.83	39.83	39.83	39.83	39.83	39.83	39.83
12	B	34.97	36.13	37.30	38.46	39.63	40.79	41.96	43.13	44.29	45.46
	O	39.83	39.83	39.83	39.83	39.83	40.79	41.96	43.13	44.29	45.46
13	B	41.58	42.96	44.35	45.74	47.12	48.51	49.89	51.28	52.66	54.05
	O	41.58	42.96	44.35	45.74	47.12	48.51	49.89	51.28	52.66	54.05
14	B	49.13	50.77	52.41	54.05	55.68	57.32	58.96	60.60	62.23	63.87
	O	49.13	50.77	52.41	54.05	55.68	57.32	58.96	60.60	62.23	63.87
15	B	57.79	59.72	61.65	63.57	65.50	67.43	69.35	71.28	73.21	75.13
	O	57.79	59.72	61.65	63.57	65.50	67.43	69.35	71.28	73.21	75.13

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-COL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.16%**  
**FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-CHILLICOTHE, OH**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.20	\$ 10.54	\$ 10.87	\$ 11.21	\$ 11.55	\$ 11.75	\$ 12.09	\$ 12.42	\$ 12.44	\$ 12.75
	O	15.30	15.81	16.31	16.82	17.33	17.63	18.14	18.63	18.66	19.13
2	B	11.46	11.74	12.11	12.44	12.58	12.95	13.32	13.69	14.06	14.43
	O	17.19	17.61	18.17	18.66	18.87	19.43	19.98	20.54	21.09	21.65
3	B	12.51	12.92	13.34	13.76	14.18	14.59	15.01	15.43	15.84	16.26
	O	18.77	19.38	20.01	20.64	21.27	21.89	22.52	23.15	23.76	24.39
4	B	14.04	14.51	14.98	15.45	15.91	16.38	16.85	17.32	17.79	18.25
	O	21.06	21.77	22.47	23.18	23.87	24.57	25.28	25.98	26.69	27.38
5	B	15.71	16.23	16.76	17.28	17.80	18.33	18.85	19.37	19.90	20.42
	O	23.57	24.35	25.14	25.92	26.70	27.50	28.28	29.06	29.85	30.63
6	B	17.51	18.09	18.68	19.26	19.85	20.43	21.01	21.60	22.18	22.77
	O	26.27	27.14	28.02	28.89	29.78	30.65	31.52	32.40	33.27	34.16
7	B	19.46	20.11	20.76	21.40	22.05	22.70	23.35	24.00	24.65	25.29
	O	29.19	30.17	31.14	32.10	33.08	34.05	35.03	36.00	36.98	37.94
8	B	21.55	22.27	22.99	23.71	24.42	25.14	25.86	26.58	27.30	28.02
	O	32.33	33.41	34.49	35.57	36.63	37.71	38.79	39.32	39.32	39.32
9	B	23.80	24.60	25.39	26.18	26.98	27.77	28.56	29.35	30.15	30.94
	O	35.70	36.90	38.09	39.27	39.32	39.32	39.32	39.32	39.32	39.32
10	B	26.21	27.08	27.96	28.83	29.71	30.58	31.45	32.33	33.20	34.07
	O	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32
11	B	28.80	29.76	30.72	31.68	32.64	33.60	34.56	35.52	36.48	37.44
	O	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32	39.32
12	B	34.52	35.67	36.82	37.97	39.12	40.27	41.42	42.57	43.72	44.87
	O	39.32	39.32	39.32	39.32	39.32	40.27	41.42	42.57	43.72	44.87
13	B	41.05	42.41	43.78	45.15	46.52	47.89	49.25	50.62	51.99	53.36
	O	41.05	42.41	43.78	45.15	46.52	47.89	49.25	50.62	51.99	53.36
14	B	48.50	50.12	51.74	53.35	54.97	56.59	58.20	59.82	61.44	63.05
	O	48.50	50.12	51.74	53.35	54.97	56.59	58.20	59.82	61.44	63.05
15	B	57.05	58.95	60.86	62.76	64.66	66.56	68.46	70.37	72.27	74.17
	O	57.05	58.95	60.86	62.76	64.66	66.56	68.46	70.37	72.27	74.17

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>



**SALARY TABLE 2015-DFW**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.67%**  
**FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.50	\$ 10.85	\$ 11.20	\$ 11.55	\$ 11.90	\$ 12.10	\$ 12.45	\$ 12.80	\$ 12.81	\$ 13.13
	O	15.75	16.28	16.80	17.33	17.85	18.15	18.68	19.20	19.22	19.70
2	B	11.81	12.09	12.48	12.81	12.95	13.33	13.72	14.10	14.48	14.86
	O	17.72	18.14	18.72	19.22	19.43	20.00	20.58	21.15	21.72	22.29
3	B	12.88	13.31	13.74	14.17	14.60	15.03	15.46	15.89	16.32	16.75
	O	19.32	19.97	20.61	21.26	21.90	22.55	23.19	23.84	24.48	25.13
4	B	14.46	14.94	15.43	15.91	16.39	16.87	17.35	17.84	18.32	18.80
	O	21.69	22.41	23.15	23.87	24.59	25.31	26.03	26.76	27.48	28.20
5	B	16.18	16.72	17.26	17.80	18.34	18.88	19.42	19.96	20.49	21.03
	O	24.27	25.08	25.89	26.70	27.51	28.32	29.13	29.94	30.74	31.55
6	B	18.03	18.64	19.24	19.84	20.44	21.04	21.64	22.24	22.85	23.45
	O	27.05	27.96	28.86	29.76	30.66	31.56	32.46	33.36	34.28	35.18
7	B	20.04	20.71	21.38	22.05	22.71	23.38	24.05	24.72	25.38	26.05
	O	30.06	31.07	32.07	33.08	34.07	35.07	36.08	37.08	38.07	39.08
8	B	22.20	22.94	23.68	24.42	25.16	25.90	26.64	27.38	28.12	28.86
	O	33.30	34.41	35.52	36.63	37.74	38.85	39.96	40.50	40.50	40.50
9	B	24.52	25.33	26.15	26.97	27.78	28.60	29.42	30.23	31.05	31.87
	O	36.78	38.00	39.23	40.46	40.50	40.50	40.50	40.50	40.50	40.50
10	B	27.00	27.90	28.80	29.70	30.60	31.49	32.39	33.29	34.19	35.09
	O	40.50	40.50	40.50	40.50	40.50	40.50	40.50	40.50	40.50	40.50
11	B	29.66	30.65	31.64	32.63	33.62	34.60	35.59	36.58	37.57	38.56
	O	40.50	40.50	40.50	40.50	40.50	40.50	40.50	40.50	40.50	40.50
12	B	35.55	36.74	37.92	39.11	40.29	41.48	42.66	43.85	45.03	46.22
	O	40.50	40.50	40.50	40.50	40.50	41.48	42.66	43.85	45.03	46.22
13	B	42.28	43.68	45.09	46.50	47.91	49.32	50.73	52.14	53.55	54.96
	O	42.28	43.68	45.09	46.50	47.91	49.32	50.73	52.14	53.55	54.96
14	B	49.96	51.62	53.29	54.95	56.62	58.28	59.95	61.61	63.28	64.94
	O	49.96	51.62	53.29	54.95	56.62	58.28	59.95	61.61	63.28	64.94
15	B	58.76	60.72	62.68	64.64	66.60	68.56	70.52	72.47	74.43	76.04
	O	58.76	60.72	62.68	64.64	66.60	68.56	70.52	72.47	74.43	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-DAY**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.24%**  
**FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-GREENVILLE, OH**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.11	\$ 10.45	\$ 10.79	\$ 11.12	\$ 11.46	\$ 11.66	\$ 11.99	\$ 12.33	\$ 12.34	\$ 12.65
	O	15.17	15.68	16.19	16.68	17.19	17.49	17.99	18.50	18.51	18.98
2	B	11.37	11.64	12.02	12.34	12.48	12.84	13.21	13.58	13.95	14.31
	O	17.06	17.46	18.03	18.51	18.72	19.26	19.82	20.37	20.93	21.47
3	B	12.41	12.82	13.24	13.65	14.06	14.48	14.89	15.31	15.72	16.13
	O	18.62	19.23	19.86	20.48	21.09	21.72	22.34	22.97	23.58	24.20
4	B	13.93	14.39	14.86	15.32	15.79	16.25	16.72	17.18	17.65	18.11
	O	20.90	21.59	22.29	22.98	23.69	24.38	25.08	25.77	26.48	27.17
5	B	15.59	16.10	16.62	17.14	17.66	18.18	18.70	19.22	19.74	20.26
	O	23.39	24.15	24.93	25.71	26.49	27.27	28.05	28.83	29.61	30.39
6	B	17.37	17.95	18.53	19.11	19.69	20.27	20.85	21.43	22.01	22.59
	O	26.06	26.93	27.80	28.67	29.54	30.41	31.28	32.15	33.02	33.89
7	B	19.31	19.95	20.59	21.24	21.88	22.52	23.17	23.81	24.45	25.10
	O	28.97	29.93	30.89	31.86	32.82	33.78	34.76	35.72	36.68	37.65
8	B	21.38	22.09	22.81	23.52	24.23	24.94	25.66	26.37	27.08	27.80
	O	32.07	33.14	34.22	35.28	36.35	37.41	38.49	39.02	39.02	39.02
9	B	23.62	24.40	25.19	25.98	26.76	27.55	28.34	29.12	29.91	30.70
	O	35.43	36.60	37.79	38.97	39.02	39.02	39.02	39.02	39.02	39.02
10	B	26.01	26.87	27.74	28.61	29.47	30.34	31.21	32.07	32.94	33.81
	O	39.02	39.02	39.02	39.02	39.02	39.02	39.02	39.02	39.02	39.02
11	B	28.57	29.52	30.48	31.43	32.38	33.33	34.29	35.24	36.19	37.14
	O	39.02	39.02	39.02	39.02	39.02	39.02	39.02	39.02	39.02	39.02
12	B	34.25	35.39	36.53	37.67	38.81	39.95	41.10	42.24	43.38	44.52
	O	39.02	39.02	39.02	39.02	39.02	39.95	41.10	42.24	43.38	44.52
13	B	40.72	42.08	43.44	44.79	46.15	47.51	48.87	50.22	51.58	52.94
	O	40.72	42.08	43.44	44.79	46.15	47.51	48.87	50.22	51.58	52.94
14	B	48.12	49.73	51.33	52.93	54.54	56.14	57.75	59.35	60.95	62.56
	O	48.12	49.73	51.33	52.93	54.54	56.14	57.75	59.35	60.95	62.56
15	B	56.61	58.49	60.38	62.27	64.15	66.04	67.93	69.81	71.70	73.59
	O	56.61	58.49	60.38	62.27	64.15	66.04	67.93	69.81	71.70	73.59

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-DEN**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.52%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA-BOULDER, CO**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.66	\$ 11.02	\$ 11.37	\$ 11.73	\$ 12.08	\$ 12.29	\$ 12.64	\$ 12.99	\$ 13.01	\$ 13.33
	O	15.99	16.53	17.06	17.60	18.12	18.44	18.96	19.49	19.52	20.00
2	B	11.99	12.27	12.67	13.01	13.15	13.54	13.93	14.31	14.70	15.09
	O	17.99	18.41	19.01	19.52	19.73	20.31	20.90	21.47	22.05	22.64
3	B	13.08	13.52	13.95	14.39	14.82	15.26	15.70	16.13	16.57	17.00
	O	19.62	20.28	20.93	21.59	22.23	22.89	23.55	24.20	24.86	25.50
4	B	14.68	15.17	15.66	16.15	16.64	17.13	17.62	18.11	18.60	19.09
	O	22.02	22.76	23.49	24.23	24.96	25.70	26.43	27.17	27.90	28.64
5	B	16.43	16.98	17.52	18.07	18.62	19.17	19.71	20.26	20.81	21.36
	O	24.65	25.47	26.28	27.11	27.93	28.76	29.57	30.39	31.22	32.04
6	B	18.31	18.92	19.53	20.14	20.75	21.36	21.98	22.59	23.20	23.81
	O	27.47	28.38	29.30	30.21	31.13	32.04	32.97	33.89	34.80	35.72
7	B	20.35	21.03	21.70	22.38	23.06	23.74	24.42	25.10	25.77	26.45
	O	30.53	31.55	32.55	33.57	34.59	35.61	36.63	37.65	38.66	39.68
8	B	22.54	23.29	24.04	24.79	25.54	26.29	27.04	27.80	28.55	29.30
	O	33.81	34.94	36.06	37.19	38.31	39.44	40.56	41.12	41.12	41.12
9	B	24.89	25.72	26.55	27.38	28.21	29.04	29.87	30.70	31.53	32.36
	O	37.34	38.58	39.83	41.07	41.12	41.12	41.12	41.12	41.12	41.12
10	B	27.41	28.32	29.24	30.15	31.06	31.98	32.89	33.80	34.72	35.63
	O	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12
11	B	30.11	31.12	32.12	33.13	34.13	35.13	36.14	37.14	38.15	39.15
	O	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12
12	B	36.10	37.30	38.50	39.71	40.91	42.11	43.32	44.52	45.72	46.93
	O	41.12	41.12	41.12	41.12	41.12	42.11	43.32	44.52	45.72	46.93
13	B	42.92	44.35	45.78	47.22	48.65	50.08	51.51	52.94	54.37	55.80
	O	42.92	44.35	45.78	47.22	48.65	50.08	51.51	52.94	54.37	55.80
14	B	50.72	52.41	54.10	55.79	57.48	59.18	60.87	62.56	64.25	65.94
	O	50.72	52.41	54.10	55.79	57.48	59.18	60.87	62.56	64.25	65.94
15	B	59.66	61.65	63.64	65.63	67.62	69.61	71.60	73.59	75.57	76.04
	O	59.66	61.65	63.64	65.63	67.62	69.61	71.60	73.59	75.57	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-DET**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.09%**  
**FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-FLINT, MI**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.80	\$ 11.16	\$ 11.52	\$ 11.88	\$ 12.23	\$ 12.45	\$ 12.80	\$ 13.16	\$ 13.17	\$ 13.50
	O	16.20	16.74	17.28	17.82	18.35	18.68	19.20	19.74	19.76	20.25
2	B	12.14	12.43	12.83	13.17	13.32	13.71	14.10	14.50	14.89	15.28
	O	18.21	18.65	19.25	19.76	19.98	20.57	21.15	21.75	22.34	22.92
3	B	13.25	13.69	14.13	14.57	15.01	15.46	15.90	16.34	16.78	17.22
	O	19.88	20.54	21.20	21.86	22.52	23.19	23.85	24.51	25.17	25.83
4	B	14.87	15.37	15.86	16.36	16.85	17.35	17.85	18.34	18.84	19.33
	O	22.31	23.06	23.79	24.54	25.28	26.03	26.78	27.51	28.26	29.00
5	B	16.64	17.19	17.75	18.30	18.86	19.41	19.97	20.52	21.08	21.63
	O	24.96	25.79	26.63	27.45	28.29	29.12	29.96	30.78	31.62	32.45
6	B	18.55	19.16	19.78	20.40	21.02	21.64	22.26	22.87	23.49	24.11
	O	27.83	28.74	29.67	30.60	31.53	32.46	33.39	34.31	35.24	36.17
7	B	20.61	21.30	21.98	22.67	23.36	24.04	24.73	25.42	26.10	26.79
	O	30.92	31.95	32.97	34.01	35.04	36.06	37.10	38.13	39.15	40.19
8	B	22.82	23.59	24.35	25.11	25.87	26.63	27.39	28.15	28.91	29.67
	O	34.23	35.39	36.53	37.67	38.81	39.95	41.09	41.64	41.64	41.64
9	B	25.21	26.05	26.89	27.73	28.57	29.41	30.25	31.09	31.93	32.77
	O	37.82	39.08	40.34	41.60	41.64	41.64	41.64	41.64	41.64	41.64
10	B	27.76	28.69	29.61	30.54	31.46	32.39	33.31	34.24	35.16	36.09
	O	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64
11	B	30.50	31.52	32.53	33.55	34.57	35.58	36.60	37.62	38.63	39.65
	O	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64
12	B	36.56	37.78	39.00	40.22	41.43	42.65	43.87	45.09	46.31	47.53
	O	41.64	41.64	41.64	41.64	41.64	42.65	43.87	45.09	46.31	47.53
13	B	43.47	44.92	46.37	47.82	49.27	50.72	52.17	53.62	55.07	56.51
	O	43.47	44.92	46.37	47.82	49.27	50.72	52.17	53.62	55.07	56.51
14	B	51.37	53.08	54.80	56.51	58.22	59.93	61.65	63.36	65.07	66.78
	O	51.37	53.08	54.80	56.51	58.22	59.93	61.65	63.36	65.07	66.78
15	B	60.43	62.44	64.46	66.47	68.49	70.50	72.51	74.53	76.04	76.04
	O	60.43	62.44	64.46	66.47	68.49	70.50	72.51	74.53	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-HAR**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.82%**  
**FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD-WILLIMANTIC, CT-MA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.95	\$ 11.31	\$ 11.68	\$ 12.04	\$ 12.41	\$ 12.62	\$ 12.98	\$ 13.34	\$ 13.36	\$ 13.69
	O	16.43	16.97	17.52	18.06	18.62	18.93	19.47	20.01	20.04	20.54
2	B	12.31	12.60	13.01	13.36	13.51	13.90	14.30	14.70	15.10	15.49
	O	18.47	18.90	19.52	20.04	20.27	20.85	21.45	22.05	22.65	23.24
3	B	13.43	13.88	14.33	14.78	15.22	15.67	16.12	16.57	17.01	17.46
	O	20.15	20.82	21.50	22.17	22.83	23.51	24.18	24.86	25.52	26.19
4	B	15.08	15.58	16.08	16.59	17.09	17.59	18.10	18.60	19.10	19.60
	O	22.62	23.37	24.12	24.89	25.64	26.39	27.15	27.90	28.65	29.40
5	B	16.87	17.43	17.99	18.56	19.12	19.68	20.24	20.81	21.37	21.93
	O	25.31	26.15	26.99	27.84	28.68	29.52	30.36	31.22	32.06	32.90
6	B	18.80	19.43	20.06	20.69	21.31	21.94	22.57	23.19	23.82	24.45
	O	28.20	29.15	30.09	31.04	31.97	32.91	33.86	34.79	35.73	36.68
7	B	20.90	21.59	22.29	22.99	23.68	24.38	25.07	25.77	26.47	27.16
	O	31.35	32.39	33.44	34.49	35.52	36.57	37.61	38.66	39.71	40.74
8	B	23.14	23.91	24.69	25.46	26.23	27.00	27.77	28.54	29.32	30.09
	O	34.71	35.87	37.04	38.19	39.35	40.50	41.66	42.23	42.23	42.23
9	B	25.56	26.41	27.26	28.12	28.97	29.82	30.67	31.52	32.38	33.23
	O	38.34	39.62	40.89	42.18	42.23	42.23	42.23	42.23	42.23	42.23
10	B	28.15	29.09	30.02	30.96	31.90	32.84	33.78	34.72	35.65	36.59
	O	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23
11	B	30.93	31.96	32.99	34.02	35.05	36.08	37.11	38.14	39.17	40.20
	O	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23
12	B	37.07	38.30	39.54	40.78	42.01	43.25	44.48	45.72	46.96	48.19
	O	42.23	42.23	42.23	42.23	42.23	43.25	44.48	45.72	46.96	48.19
13	B	44.08	45.55	47.02	48.49	49.96	51.43	52.89	54.36	55.83	57.30
	O	44.08	45.55	47.02	48.49	49.96	51.43	52.89	54.36	55.83	57.30
14	B	52.09	53.82	55.56	57.30	59.03	60.77	62.51	64.24	65.98	67.71
	O	52.09	53.82	55.56	57.30	59.03	60.77	62.51	64.24	65.98	67.71
15	B	61.27	63.31	65.36	67.40	69.44	71.48	73.53	75.57	76.04	76.04
	O	61.27	63.31	65.36	67.40	69.44	71.48	73.53	75.57	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-HOU**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.71%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 11.20	\$ 11.57	\$ 11.95	\$ 12.32	\$ 12.69	\$ 12.91	\$ 13.28	\$ 13.65	\$ 13.66	\$ 14.01
	O	16.80	17.36	17.93	18.48	19.04	19.37	19.92	20.48	20.49	21.02
2	B	12.59	12.89	13.31	13.66	13.82	14.22	14.63	15.04	15.44	15.85
	O	18.89	19.34	19.97	20.49	20.73	21.33	21.95	22.56	23.16	23.78
3	B	13.74	14.20	14.66	15.11	15.57	16.03	16.49	16.95	17.41	17.86
	O	20.61	21.30	21.99	22.67	23.36	24.05	24.74	25.43	26.12	26.79
4	B	15.43	15.94	16.45	16.97	17.48	18.00	18.51	19.03	19.54	20.05
	O	23.15	23.91	24.68	25.46	26.22	27.00	27.77	28.55	29.31	30.08
5	B	17.26	17.83	18.41	18.98	19.56	20.13	20.71	21.29	21.86	22.44
	O	25.89	26.75	27.62	28.47	29.34	30.20	31.07	31.94	32.79	33.66
6	B	19.24	19.88	20.52	21.16	21.80	22.44	23.09	23.73	24.37	25.01
	O	28.86	29.82	30.78	31.74	32.70	33.66	34.64	35.60	36.56	37.52
7	B	21.38	22.09	22.80	23.51	24.23	24.94	25.65	26.36	27.08	27.79
	O	32.07	33.14	34.20	35.27	36.35	37.41	38.48	39.54	40.62	41.69
8	B	23.67	24.46	25.25	26.04	26.83	27.62	28.41	29.20	29.99	30.78
	O	35.51	36.69	37.88	39.06	40.25	41.43	42.62	43.20	43.20	43.20
9	B	26.15	27.02	27.89	28.76	29.63	30.51	31.38	32.25	33.12	33.99
	O	39.23	40.53	41.84	43.14	43.20	43.20	43.20	43.20	43.20	43.20
10	B	28.80	29.76	30.71	31.67	32.63	33.59	34.55	35.51	36.47	37.43
	O	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20
11	B	31.64	32.69	33.75	34.80	35.85	36.91	37.96	39.02	40.07	41.13
	O	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20
12	B	37.92	39.18	40.45	41.71	42.98	44.24	45.51	46.77	48.03	49.30
	O	43.20	43.20	43.20	43.20	43.20	44.24	45.51	46.77	48.03	49.30
13	B	45.09	46.59	48.10	49.60	51.10	52.61	54.11	55.61	57.12	58.62
	O	45.09	46.59	48.10	49.60	51.10	52.61	54.11	55.61	57.12	58.62
14	B	53.28	55.06	56.84	58.61	60.39	62.16	63.94	65.72	67.49	69.27
	O	53.28	55.06	56.84	58.61	60.39	62.16	63.94	65.72	67.49	69.27
15	B	62.68	64.77	66.86	68.95	71.04	73.12	75.21	76.04	76.04	76.04
	O	62.68	64.77	66.86	68.95	71.04	73.12	75.21	76.04	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-HNT**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.02%**  
**FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR, AL**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.10	\$ 10.43	\$ 10.77	\$ 11.10	\$ 11.44	\$ 11.64	\$ 11.97	\$ 12.30	\$ 12.32	\$ 12.63
	O	15.15	15.65	16.16	16.65	17.16	17.46	17.96	18.45	18.48	18.95
2	B	11.35	11.62	12.00	12.32	12.45	12.82	13.19	13.55	13.92	14.29
	O	17.03	17.43	18.00	18.48	18.68	19.23	19.79	20.33	20.88	21.44
3	B	12.39	12.80	13.21	13.62	14.04	14.45	14.86	15.28	15.69	16.10
	O	18.59	19.20	19.82	20.43	21.06	21.68	22.29	22.92	23.54	24.15
4	B	13.90	14.37	14.83	15.30	15.76	16.22	16.69	17.15	17.61	18.08
	O	20.85	21.56	22.25	22.95	23.64	24.33	25.04	25.73	26.42	27.12
5	B	15.56	16.07	16.59	17.11	17.63	18.15	18.67	19.19	19.70	20.22
	O	23.34	24.11	24.89	25.67	26.45	27.23	28.01	28.79	29.55	30.33
6	B	17.34	17.92	18.50	19.07	19.65	20.23	20.81	21.39	21.97	22.54
	O	26.01	26.88	27.75	28.61	29.48	30.35	31.22	32.09	32.96	33.81
7	B	19.27	19.91	20.55	21.20	21.84	22.48	23.12	23.76	24.41	25.05
	O	28.91	29.87	30.83	31.80	32.76	33.72	34.68	35.64	36.62	37.58
8	B	21.34	22.05	22.76	23.47	24.19	24.90	25.61	26.32	27.03	27.74
	O	32.01	33.08	34.14	35.21	36.29	37.35	38.42	38.94	38.94	38.94
9	B	23.57	24.36	25.14	25.93	26.71	27.50	28.28	29.07	29.85	30.64
	O	35.36	36.54	37.71	38.90	38.94	38.94	38.94	38.94	38.94	38.94
10	B	25.96	26.82	27.69	28.55	29.42	30.28	31.15	32.01	32.88	33.74
	O	38.94	38.94	38.94	38.94	38.94	38.94	38.94	38.94	38.94	38.94
11	B	28.52	29.47	30.42	31.37	32.32	33.27	34.22	35.17	36.12	37.07
	O	38.94	38.94	38.94	38.94	38.94	38.94	38.94	38.94	38.94	38.94
12	B	34.18	35.32	36.46	37.60	38.74	39.88	41.02	42.16	43.30	44.44
	O	38.94	38.94	38.94	38.94	38.94	39.88	41.02	42.16	43.30	44.44
13	B	40.65	42.00	43.36	44.71	46.07	47.42	48.77	50.13	51.48	52.84
	O	40.65	42.00	43.36	44.71	46.07	47.42	48.77	50.13	51.48	52.84
14	B	48.03	49.63	51.23	52.83	54.44	56.04	57.64	59.24	60.84	62.44
	O	48.03	49.63	51.23	52.83	54.44	56.04	57.64	59.24	60.84	62.44
15	B	56.50	58.38	60.26	62.15	64.03	65.92	67.80	69.68	71.57	73.45
	O	56.50	58.38	60.26	62.15	64.03	65.92	67.80	69.68	71.57	73.45

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-IND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.68%**  
**FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-ANDERSON-COLUMBUS, IN**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 9.98	\$ 10.31	\$ 10.64	\$ 10.98	\$ 11.31	\$ 11.50	\$ 11.83	\$ 12.16	\$ 12.17	\$ 12.48
	O	14.97	15.47	15.96	16.47	16.97	17.25	17.75	18.24	18.26	18.72
2	B	11.22	11.49	11.86	12.17	12.31	12.67	13.03	13.40	13.76	14.12
	O	16.83	17.24	17.79	18.26	18.47	19.01	19.55	20.10	20.64	21.18
3	B	12.24	12.65	13.06	13.47	13.88	14.28	14.69	15.10	15.51	15.92
	O	18.36	18.98	19.59	20.21	20.82	21.42	22.04	22.65	23.27	23.88
4	B	13.74	14.20	14.66	15.12	15.58	16.03	16.49	16.95	17.41	17.87
	O	20.61	21.30	21.99	22.68	23.37	24.05	24.74	25.43	26.12	26.81
5	B	15.38	15.89	16.40	16.91	17.43	17.94	18.45	18.97	19.48	19.99
	O	23.07	23.84	24.60	25.37	26.15	26.91	27.68	28.46	29.22	29.99
6	B	17.14	17.71	18.28	18.85	19.43	20.00	20.57	21.14	21.71	22.28
	O	25.71	26.57	27.42	28.28	29.15	30.00	30.86	31.71	32.57	33.42
7	B	19.05	19.68	20.32	20.95	21.59	22.22	22.85	23.49	24.12	24.76
	O	28.58	29.52	30.48	31.43	32.39	33.33	34.28	35.24	36.18	37.14
8	B	21.09	21.80	22.50	23.20	23.91	24.61	25.31	26.02	26.72	27.42
	O	31.64	32.70	33.75	34.80	35.87	36.92	37.97	38.49	38.49	38.49
9	B	23.30	24.07	24.85	25.63	26.40	27.18	27.96	28.73	29.51	30.29
	O	34.95	36.11	37.28	38.45	38.49	38.49	38.49	38.49	38.49	38.49
10	B	25.66	26.51	27.37	28.22	29.08	29.93	30.79	31.64	32.50	33.35
	O	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49
11	B	28.19	29.13	30.07	31.01	31.95	32.89	33.83	34.77	35.71	36.64
	O	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49	38.49
12	B	33.79	34.91	36.04	37.17	38.29	39.42	40.55	41.67	42.80	43.92
	O	38.49	38.49	38.49	38.49	38.49	39.42	40.55	41.67	42.80	43.92
13	B	40.18	41.52	42.85	44.19	45.53	46.87	48.21	49.55	50.89	52.23
	O	40.18	41.52	42.85	44.19	45.53	46.87	48.21	49.55	50.89	52.23
14	B	47.48	49.06	50.64	52.22	53.81	55.39	56.97	58.55	60.14	61.72
	O	47.48	49.06	50.64	52.22	53.81	55.39	56.97	58.55	60.14	61.72
15	B	55.85	57.71	59.57	61.43	63.29	65.15	67.02	68.88	70.74	72.60
	O	55.85	57.71	59.57	61.43	63.29	65.15	67.02	68.88	70.74	72.60

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>



**SALARY TABLE 2015-LA**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.16%**  
**FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH-RIVERSIDE, CA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 11.07	\$ 11.44	\$ 11.80	\$ 12.17	\$ 12.54	\$ 12.75	\$ 13.12	\$ 13.48	\$ 13.50	\$ 13.84
	O	16.61	17.16	17.70	18.26	18.81	19.13	19.68	20.22	20.25	20.76
2	B	12.44	12.74	13.15	13.50	13.65	14.05	14.45	14.85	15.26	15.66
	O	18.66	19.11	19.73	20.25	20.48	21.08	21.68	22.28	22.89	23.49
3	B	13.57	14.03	14.48	14.93	15.39	15.84	16.29	16.74	17.20	17.65
	O	20.36	21.05	21.72	22.40	23.09	23.76	24.44	25.11	25.80	26.48
4	B	15.24	15.75	16.26	16.76	17.27	17.78	18.29	18.80	19.30	19.81
	O	22.86	23.63	24.39	25.14	25.91	26.67	27.44	28.20	28.95	29.72
5	B	17.05	17.62	18.19	18.75	19.32	19.89	20.46	21.03	21.60	22.17
	O	25.58	26.43	27.29	28.13	28.98	29.84	30.69	31.55	32.40	33.26
6	B	19.01	19.64	20.27	20.91	21.54	22.17	22.81	23.44	24.07	24.71
	O	28.52	29.46	30.41	31.37	32.31	33.26	34.22	35.16	36.11	37.07
7	B	21.12	21.82	22.53	23.23	23.93	24.64	25.34	26.05	26.75	27.45
	O	31.68	32.73	33.80	34.85	35.90	36.96	38.01	39.08	40.13	41.18
8	B	23.39	24.17	24.95	25.73	26.51	27.29	28.07	28.85	29.63	30.41
	O	35.09	36.26	37.43	38.60	39.77	40.94	42.11	42.68	42.68	42.68
9	B	25.83	26.69	27.56	28.42	29.28	30.14	31.00	31.86	32.72	33.58
	O	38.75	40.04	41.34	42.63	42.68	42.68	42.68	42.68	42.68	42.68
10	B	28.45	29.40	30.34	31.29	32.24	33.19	34.14	35.09	36.03	36.98
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
11	B	31.26	32.30	33.34	34.38	35.42	36.47	37.51	38.55	39.59	40.63
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
12	B	37.46	38.71	39.96	41.21	42.46	43.71	44.96	46.21	47.46	48.70
	O	42.68	42.68	42.68	42.68	42.68	43.71	44.96	46.21	47.46	48.70
13	B	44.55	46.03	47.52	49.00	50.49	51.97	53.46	54.94	56.43	57.91
	O	44.55	46.03	47.52	49.00	50.49	51.97	53.46	54.94	56.43	57.91
14	B	52.64	54.40	56.15	57.91	59.66	61.42	63.17	64.93	66.68	68.44
	O	52.64	54.40	56.15	57.91	59.66	61.42	63.17	64.93	66.68	68.44
15	B	61.92	63.99	66.05	68.12	70.18	72.24	74.31	76.04	76.04	76.04
	O	61.92	63.99	66.05	68.12	70.18	72.24	74.31	76.04	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-MFL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.79%**  
**FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-POMPANO BEACH, FL**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.51	\$ 10.86	\$ 11.21	\$ 11.56	\$ 11.91	\$ 12.11	\$ 12.46	\$ 12.81	\$ 12.82	\$ 13.15
	O	15.77	16.29	16.82	17.34	17.87	18.17	18.69	19.22	19.23	19.73
2	B	11.82	12.10	12.49	12.82	12.97	13.35	13.73	14.11	14.49	14.87
	O	17.73	18.15	18.74	19.23	19.46	20.03	20.60	21.17	21.74	22.31
3	B	12.89	13.32	13.75	14.18	14.61	15.04	15.47	15.90	16.33	16.76
	O	19.34	19.98	20.63	21.27	21.92	22.56	23.21	23.85	24.50	25.14
4	B	14.48	14.96	15.44	15.92	16.41	16.89	17.37	17.85	18.34	18.82
	O	21.72	22.44	23.16	23.88	24.62	25.34	26.06	26.78	27.51	28.23
5	B	16.20	16.74	17.28	17.82	18.36	18.90	19.44	19.98	20.52	21.06
	O	24.30	25.11	25.92	26.73	27.54	28.35	29.16	29.97	30.78	31.59
6	B	18.05	18.66	19.26	19.86	20.46	21.06	21.66	22.27	22.87	23.47
	O	27.08	27.99	28.89	29.79	30.69	31.59	32.49	33.41	34.31	35.21
7	B	20.06	20.73	21.40	22.07	22.74	23.40	24.07	24.74	25.41	26.08
	O	30.09	31.10	32.10	33.11	34.11	35.10	36.11	37.11	38.12	39.12
8	B	22.22	22.96	23.70	24.44	25.18	25.92	26.66	27.40	28.14	28.89
	O	33.33	34.44	35.55	36.66	37.77	38.88	39.99	40.53	40.53	40.53
9	B	24.54	25.36	26.17	26.99	27.81	28.63	29.45	30.26	31.08	31.90
	O	36.81	38.04	39.26	40.49	40.53	40.53	40.53	40.53	40.53	40.53
10	B	27.02	27.92	28.82	29.73	30.63	31.53	32.43	33.33	34.23	35.13
	O	40.53	40.53	40.53	40.53	40.53	40.53	40.53	40.53	40.53	40.53
11	B	29.69	30.68	31.67	32.66	33.65	34.64	35.63	36.62	37.61	38.60
	O	40.53	40.53	40.53	40.53	40.53	40.53	40.53	40.53	40.53	40.53
12	B	35.59	36.77	37.96	39.15	40.33	41.52	42.71	43.89	45.08	46.26
	O	40.53	40.53	40.53	40.53	40.53	41.52	42.71	43.89	45.08	46.26
13	B	42.32	43.73	45.14	46.55	47.96	49.37	50.78	52.19	53.60	55.01
	O	42.32	43.73	45.14	46.55	47.96	49.37	50.78	52.19	53.60	55.01
14	B	50.01	51.67	53.34	55.01	56.67	58.34	60.01	61.67	63.34	65.01
	O	50.01	51.67	53.34	55.01	56.67	58.34	60.01	61.67	63.34	65.01
15	B	58.82	60.78	62.74	64.70	66.66	68.63	70.59	72.55	74.51	76.04
	O	58.82	60.78	62.74	64.70	66.66	68.63	70.59	72.55	74.51	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-MIL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.10%**  
**FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.28	\$ 10.62	\$ 10.96	\$ 11.30	\$ 11.64	\$ 11.84	\$ 12.18	\$ 12.52	\$ 12.54	\$ 12.85
	O	15.42	15.93	16.44	16.95	17.46	17.76	18.27	18.78	18.81	19.28
2	B	11.55	11.83	12.21	12.54	12.68	13.05	13.42	13.80	14.17	14.54
	O	17.33	17.75	18.32	18.81	19.02	19.58	20.13	20.70	21.26	21.81
3	B	12.61	13.03	13.45	13.87	14.29	14.71	15.13	15.55	15.97	16.39
	O	18.92	19.55	20.18	20.81	21.44	22.07	22.70	23.33	23.96	24.59
4	B	14.15	14.63	15.10	15.57	16.04	16.51	16.99	17.46	17.93	18.40
	O	21.23	21.95	22.65	23.36	24.06	24.77	25.49	26.19	26.90	27.60
5	B	15.83	16.36	16.89	17.42	17.95	18.47	19.00	19.53	20.06	20.59
	O	23.75	24.54	25.34	26.13	26.93	27.71	28.50	29.30	30.09	30.89
6	B	17.65	18.24	18.83	19.42	20.01	20.59	21.18	21.77	22.36	22.95
	O	26.48	27.36	28.25	29.13	30.02	30.89	31.77	32.66	33.54	34.43
7	B	19.61	20.27	20.92	21.58	22.23	22.88	23.54	24.19	24.84	25.50
	O	29.42	30.41	31.38	32.37	33.35	34.32	35.31	36.29	37.26	38.25
8	B	21.72	22.45	23.17	23.90	24.62	25.34	26.07	26.79	27.52	28.24
	O	32.58	33.68	34.76	35.85	36.93	38.01	39.11	39.63	39.63	39.63
9	B	23.99	24.79	25.59	26.39	27.19	27.99	28.79	29.59	30.39	31.19
	O	35.99	37.19	38.39	39.59	39.63	39.63	39.63	39.63	39.63	39.63
10	B	26.42	27.30	28.18	29.06	29.94	30.82	31.70	32.59	33.47	34.35
	O	39.63	39.63	39.63	39.63	39.63	39.63	39.63	39.63	39.63	39.63
11	B	29.03	30.00	30.96	31.93	32.90	33.87	34.83	35.80	36.77	37.74
	O	39.63	39.63	39.63	39.63	39.63	39.63	39.63	39.63	39.63	39.63
12	B	34.79	35.95	37.11	38.27	39.43	40.59	41.75	42.91	44.07	45.23
	O	39.63	39.63	39.63	39.63	39.63	40.59	41.75	42.91	44.07	45.23
13	B	41.37	42.75	44.13	45.51	46.89	48.27	49.65	51.03	52.41	53.79
	O	41.37	42.75	44.13	45.51	46.89	48.27	49.65	51.03	52.41	53.79
14	B	48.89	50.52	52.15	53.78	55.41	57.04	58.67	60.30	61.93	63.56
	O	48.89	50.52	52.15	53.78	55.41	57.04	58.67	60.30	61.93	63.56
15	B	57.51	59.43	61.34	63.26	65.18	67.10	69.01	70.93	72.85	74.77
	O	57.51	59.43	61.34	63.26	65.18	67.10	69.01	70.93	72.85	74.77

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-MSP**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.96%**  
**FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL-ST. CLOUD, MN-WI**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.53	\$ 10.88	\$ 11.23	\$ 11.58	\$ 11.93	\$ 12.13	\$ 12.48	\$ 12.83	\$ 12.84	\$ 13.16
	O	15.80	16.32	16.85	17.37	17.90	18.20	18.72	19.25	19.26	19.74
2	B	11.83	12.12	12.51	12.84	12.98	13.37	13.75	14.13	14.51	14.89
	O	17.75	18.18	18.77	19.26	19.47	20.06	20.63	21.20	21.77	22.34
3	B	12.91	13.34	13.77	14.20	14.64	15.07	15.50	15.93	16.36	16.79
	O	19.37	20.01	20.66	21.30	21.96	22.61	23.25	23.90	24.54	25.19
4	B	14.50	14.98	15.46	15.95	16.43	16.91	17.40	17.88	18.36	18.85
	O	21.75	22.47	23.19	23.93	24.65	25.37	26.10	26.82	27.54	28.28
5	B	16.22	16.76	17.30	17.84	18.38	18.92	19.46	20.00	20.54	21.08
	O	24.33	25.14	25.95	26.76	27.57	28.38	29.19	30.00	30.81	31.62
6	B	18.08	18.68	19.28	19.89	20.49	21.09	21.70	22.30	22.90	23.50
	O	27.12	28.02	28.92	29.84	30.74	31.64	32.55	33.45	34.35	35.25
7	B	20.09	20.76	21.43	22.10	22.77	23.44	24.11	24.78	25.45	26.11
	O	30.14	31.14	32.15	33.15	34.16	35.16	36.17	37.17	38.18	39.17
8	B	22.25	22.99	23.73	24.47	25.22	25.96	26.70	27.44	28.18	28.93
	O	33.38	34.49	35.60	36.71	37.83	38.94	40.05	40.59	40.59	40.59
9	B	24.57	25.39	26.21	27.03	27.85	28.67	29.49	30.31	31.13	31.94
	O	36.86	38.09	39.32	40.55	40.59	40.59	40.59	40.59	40.59	40.59
10	B	27.06	27.96	28.87	29.77	30.67	31.57	32.47	33.37	34.28	35.18
	O	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59
11	B	29.73	30.72	31.71	32.70	33.70	34.69	35.68	36.67	37.66	38.65
	O	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59
12	B	35.64	36.82	38.01	39.20	40.39	41.58	42.77	43.95	45.14	46.33
	O	40.59	40.59	40.59	40.59	40.59	41.58	42.77	43.95	45.14	46.33
13	B	42.38	43.79	45.20	46.61	48.03	49.44	50.85	52.26	53.68	55.09
	O	42.38	43.79	45.20	46.61	48.03	49.44	50.85	52.26	53.68	55.09
14	B	50.08	51.75	53.41	55.08	56.75	58.42	60.09	61.76	63.43	65.10
	O	50.08	51.75	53.41	55.08	56.75	58.42	60.09	61.76	63.43	65.10
15	B	58.90	60.87	62.83	64.79	66.76	68.72	70.69	72.65	74.61	76.04
	O	58.90	60.87	62.83	64.79	66.76	68.72	70.69	72.65	74.61	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-NY**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.72%**  
**FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK-BRIDGEPORT, NY-NJ-CT-PA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 11.20	\$ 11.58	\$ 11.95	\$ 12.32	\$ 12.69	\$ 12.91	\$ 13.28	\$ 13.65	\$ 13.66	\$ 14.01
	O	16.80	17.37	17.93	18.48	19.04	19.37	19.92	20.48	20.49	21.02
2	B	12.59	12.89	13.31	13.66	13.82	14.22	14.63	15.04	15.44	15.85
	O	18.89	19.34	19.97	20.49	20.73	21.33	21.95	22.56	23.16	23.78
3	B	13.74	14.20	14.66	15.12	15.57	16.03	16.49	16.95	17.41	17.87
	O	20.61	21.30	21.99	22.68	23.36	24.05	24.74	25.43	26.12	26.81
4	B	15.43	15.94	16.45	16.97	17.48	18.00	18.51	19.03	19.54	20.06
	O	23.15	23.91	24.68	25.46	26.22	27.00	27.77	28.55	29.31	30.09
5	B	17.26	17.83	18.41	18.98	19.56	20.14	20.71	21.29	21.86	22.44
	O	25.89	26.75	27.62	28.47	29.34	30.21	31.07	31.94	32.79	33.66
6	B	19.24	19.88	20.52	21.16	21.80	22.45	23.09	23.73	24.37	25.01
	O	28.86	29.82	30.78	31.74	32.70	33.68	34.64	35.60	36.56	37.52
7	B	21.38	22.09	22.80	23.52	24.23	24.94	25.65	26.37	27.08	27.79
	O	32.07	33.14	34.20	35.28	36.35	37.41	38.48	39.56	40.62	41.69
8	B	23.68	24.47	25.25	26.04	26.83	27.62	28.41	29.20	29.99	30.78
	O	35.52	36.71	37.88	39.06	40.25	41.43	42.62	43.20	43.20	43.20
9	B	26.15	27.02	27.89	28.76	29.64	30.51	31.38	32.25	33.12	33.99
	O	39.23	40.53	41.84	43.14	43.20	43.20	43.20	43.20	43.20	43.20
10	B	28.80	29.76	30.72	31.68	32.64	33.60	34.56	35.52	36.48	37.44
	O	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20
11	B	31.64	32.69	33.75	34.80	35.86	36.91	37.97	39.02	40.08	41.13
	O	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20	43.20
12	B	37.92	39.19	40.45	41.72	42.98	44.24	45.51	46.77	48.04	49.30
	O	43.20	43.20	43.20	43.20	43.20	44.24	45.51	46.77	48.04	49.30
13	B	45.10	46.60	48.10	49.60	51.11	52.61	54.11	55.62	57.12	58.62
	O	45.10	46.60	48.10	49.60	51.11	52.61	54.11	55.62	57.12	58.62
14	B	53.29	55.06	56.84	58.62	60.39	62.17	63.95	65.72	67.50	69.28
	O	53.29	55.06	56.84	58.62	60.39	62.17	63.95	65.72	67.50	69.28
15	B	62.68	64.77	66.86	68.95	71.04	73.13	75.22	76.04	76.04	76.04
	O	62.68	64.77	66.86	68.95	71.04	73.13	75.22	76.04	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-PHL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.79%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 11.66	\$ 12.01	\$ 12.21	\$ 12.56	\$ 12.91	\$ 12.93	\$ 13.25
	O	15.90	16.43	16.95	17.49	18.02	18.32	18.84	19.37	19.40	19.88
2	B	11.92	12.20	12.59	12.93	13.07	13.46	13.84	14.23	14.61	15.00
	O	17.88	18.30	18.89	19.40	19.61	20.19	20.76	21.35	21.92	22.50
3	B	13.00	13.43	13.87	14.30	14.74	15.17	15.60	16.04	16.47	16.90
	O	19.50	20.15	20.81	21.45	22.11	22.76	23.40	24.06	24.71	25.35
4	B	14.60	15.08	15.57	16.06	16.54	17.03	17.52	18.00	18.49	18.98
	O	21.90	22.62	23.36	24.09	24.81	25.55	26.28	27.00	27.74	28.47
5	B	16.33	16.87	17.42	17.96	18.51	19.05	19.60	20.14	20.69	21.23
	O	24.50	25.31	26.13	26.94	27.77	28.58	29.40	30.21	31.04	31.85
6	B	18.20	18.81	19.42	20.02	20.63	21.24	21.84	22.45	23.06	23.66
	O	27.30	28.22	29.13	30.03	30.95	31.86	32.76	33.68	34.59	35.49
7	B	20.23	20.90	21.58	22.25	22.92	23.60	24.27	24.95	25.62	26.29
	O	30.35	31.35	32.37	33.38	34.38	35.40	36.41	37.43	38.43	39.44
8	B	22.40	23.15	23.90	24.64	25.39	26.14	26.88	27.63	28.38	29.12
	O	33.60	34.73	35.85	36.96	38.09	39.21	40.32	40.88	40.88	40.88
9	B	24.74	25.57	26.39	27.22	28.04	28.87	29.69	30.51	31.34	32.16
	O	37.11	38.36	39.59	40.83	40.88	40.88	40.88	40.88	40.88	40.88
10	B	27.25	28.16	29.06	29.97	30.88	31.79	32.70	33.60	34.51	35.42
	O	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88
11	B	29.94	30.93	31.93	32.93	33.93	34.93	35.92	36.92	37.92	38.92
	O	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88
12	B	35.88	37.08	38.27	39.47	40.67	41.86	43.06	44.26	45.45	46.65
	O	40.88	40.88	40.88	40.88	40.88	41.86	43.06	44.26	45.45	46.65
13	B	42.67	44.09	45.51	46.93	48.36	49.78	51.20	52.62	54.04	55.47
	O	42.67	44.09	45.51	46.93	48.36	49.78	51.20	52.62	54.04	55.47
14	B	50.42	52.10	53.78	55.46	57.14	58.82	60.50	62.18	63.86	65.55
	O	50.42	52.10	53.78	55.46	57.14	58.82	60.50	62.18	63.86	65.55
15	B	59.31	61.28	63.26	65.24	67.22	69.19	71.17	73.15	75.12	76.04
	O	59.31	61.28	63.26	65.24	67.22	69.19	71.17	73.15	75.12	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-PX**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.76%**  
**FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.16	\$ 10.50	\$ 10.84	\$ 11.17	\$ 11.51	\$ 11.71	\$ 12.04	\$ 12.38	\$ 12.39	\$ 12.71
	O	15.24	15.75	16.26	16.76	17.27	17.57	18.06	18.57	18.59	19.07
2	B	11.42	11.70	12.07	12.39	12.53	12.90	13.27	13.64	14.01	14.38
	O	17.13	17.55	18.11	18.59	18.80	19.35	19.91	20.46	21.02	21.57
3	B	12.46	12.88	13.30	13.71	14.13	14.54	14.96	15.37	15.79	16.21
	O	18.69	19.32	19.95	20.57	21.20	21.81	22.44	23.06	23.69	24.32
4	B	13.99	14.46	14.93	15.39	15.86	16.33	16.79	17.26	17.73	18.19
	O	20.99	21.69	22.40	23.09	23.79	24.50	25.19	25.89	26.60	27.29
5	B	15.66	16.18	16.70	17.22	17.74	18.26	18.79	19.31	19.83	20.35
	O	23.49	24.27	25.05	25.83	26.61	27.39	28.19	28.97	29.75	30.53
6	B	17.45	18.03	18.61	19.20	19.78	20.36	20.94	21.52	22.11	22.69
	O	26.18	27.05	27.92	28.80	29.67	30.54	31.41	32.28	33.17	34.04
7	B	19.39	20.04	20.68	21.33	21.98	22.62	23.27	23.92	24.56	25.21
	O	29.09	30.06	31.02	32.00	32.97	33.93	34.91	35.88	36.84	37.82
8	B	21.48	22.19	22.91	23.62	24.34	25.06	25.77	26.49	27.21	27.92
	O	32.22	33.29	34.37	35.43	36.51	37.59	38.66	39.18	39.18	39.18
9	B	23.72	24.51	25.30	26.09	26.88	27.67	28.46	29.25	30.05	30.84
	O	35.58	36.77	37.95	39.14	39.18	39.18	39.18	39.18	39.18	39.18
10	B	26.12	26.99	27.86	28.73	29.60	30.47	31.34	32.22	33.09	33.96
	O	39.18	39.18	39.18	39.18	39.18	39.18	39.18	39.18	39.18	39.18
11	B	28.70	29.66	30.61	31.57	32.53	33.48	34.44	35.40	36.35	37.31
	O	39.18	39.18	39.18	39.18	39.18	39.18	39.18	39.18	39.18	39.18
12	B	34.40	35.55	36.69	37.84	38.99	40.13	41.28	42.43	43.57	44.72
	O	39.18	39.18	39.18	39.18	39.18	40.13	41.28	42.43	43.57	44.72
13	B	40.91	42.27	43.63	45.00	46.36	47.72	49.09	50.45	51.81	53.18
	O	40.91	42.27	43.63	45.00	46.36	47.72	49.09	50.45	51.81	53.18
14	B	48.34	49.95	51.56	53.17	54.78	56.39	58.00	59.62	61.23	62.84
	O	48.34	49.95	51.56	53.17	54.78	56.39	58.00	59.62	61.23	62.84
15	B	56.86	58.75	60.65	62.54	64.44	66.34	68.23	70.13	72.02	73.92
	O	56.86	58.75	60.65	62.54	64.44	66.34	68.23	70.13	72.02	73.92

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-PIT**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.37%**  
**FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE, PA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.13	\$ 10.46	\$ 10.80	\$ 11.14	\$ 11.47	\$ 11.67	\$ 12.00	\$ 12.34	\$ 12.35	\$ 12.66
	O	15.20	15.69	16.20	16.71	17.21	17.51	18.00	18.51	18.53	18.99
2	B	11.39	11.66	12.03	12.35	12.49	12.86	13.23	13.59	13.96	14.33
	O	17.09	17.49	18.05	18.53	18.74	19.29	19.85	20.39	20.94	21.50
3	B	12.42	12.84	13.25	13.67	14.08	14.49	14.91	15.32	15.74	16.15
	O	18.63	19.26	19.88	20.51	21.12	21.74	22.37	22.98	23.61	24.23
4	B	13.95	14.41	14.88	15.34	15.81	16.27	16.74	17.20	17.67	18.13
	O	20.93	21.62	22.32	23.01	23.72	24.41	25.11	25.80	26.51	27.20
5	B	15.60	16.12	16.64	17.16	17.68	18.20	18.72	19.24	19.76	20.28
	O	23.40	24.18	24.96	25.74	26.52	27.30	28.08	28.86	29.64	30.42
6	B	17.39	17.97	18.55	19.13	19.71	20.29	20.87	21.45	22.03	22.61
	O	26.09	26.96	27.83	28.70	29.57	30.44	31.31	32.18	33.05	33.92
7	B	19.33	19.97	20.62	21.26	21.90	22.55	23.19	23.84	24.48	25.12
	O	29.00	29.96	30.93	31.89	32.85	33.83	34.79	35.76	36.72	37.68
8	B	21.40	22.12	22.83	23.55	24.26	24.97	25.69	26.40	27.11	27.83
	O	32.10	33.18	34.25	35.33	36.39	37.46	38.54	39.05	39.05	39.05
9	B	23.64	24.43	25.22	26.01	26.79	27.58	28.37	29.16	29.94	30.73
	O	35.46	36.65	37.83	39.02	39.05	39.05	39.05	39.05	39.05	39.05
10	B	26.03	26.90	27.77	28.64	29.51	30.37	31.24	32.11	32.98	33.84
	O	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05
11	B	28.60	29.56	30.51	31.46	32.42	33.37	34.32	35.28	36.23	37.18
	O	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05	39.05
12	B	34.28	35.43	36.57	37.71	38.86	40.00	41.14	42.29	43.43	44.57
	O	39.05	39.05	39.05	39.05	39.05	40.00	41.14	42.29	43.43	44.57
13	B	40.77	42.13	43.49	44.85	46.20	47.56	48.92	50.28	51.64	53.00
	O	40.77	42.13	43.49	44.85	46.20	47.56	48.92	50.28	51.64	53.00
14	B	48.18	49.78	51.39	52.99	54.60	56.21	57.81	59.42	61.02	62.63
	O	48.18	49.78	51.39	52.99	54.60	56.21	57.81	59.42	61.02	62.63
15	B	56.67	58.56	60.45	62.34	64.22	66.11	68.00	69.89	71.78	73.67
	O	56.67	58.56	60.45	62.34	64.22	66.11	68.00	69.89	71.78	73.67

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>



**SALARY TABLE 2015-POR**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.35%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-HILLSBORO, OR-WA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.47	\$ 10.82	\$ 11.17	\$ 11.52	\$ 11.87	\$ 12.07	\$ 12.41	\$ 12.76	\$ 12.77	\$ 13.10
	O	15.71	16.23	16.76	17.28	17.81	18.11	18.62	19.14	19.16	19.65
2	B	11.77	12.06	12.45	12.77	12.92	13.30	13.68	14.06	14.44	14.82
	O	17.66	18.09	18.68	19.16	19.38	19.95	20.52	21.09	21.66	22.23
3	B	12.85	13.28	13.70	14.13	14.56	14.99	15.42	15.85	16.28	16.70
	O	19.28	19.92	20.55	21.20	21.84	22.49	23.13	23.78	24.42	25.05
4	B	14.42	14.90	15.38	15.87	16.35	16.83	17.31	17.79	18.27	18.75
	O	21.63	22.35	23.07	23.81	24.53	25.25	25.97	26.69	27.41	28.13
5	B	16.14	16.67	17.21	17.75	18.29	18.83	19.36	19.90	20.44	20.98
	O	24.21	25.01	25.82	26.63	27.44	28.25	29.04	29.85	30.66	31.47
6	B	17.99	18.59	19.19	19.79	20.39	20.99	21.59	22.19	22.79	23.38
	O	26.99	27.89	28.79	29.69	30.59	31.49	32.39	33.29	34.19	35.07
7	B	19.99	20.65	21.32	21.99	22.65	23.32	23.98	24.65	25.32	25.98
	O	29.99	30.98	31.98	32.99	33.98	34.98	35.97	36.98	37.98	38.97
8	B	22.14	22.87	23.61	24.35	25.09	25.83	26.57	27.30	28.04	28.78
	O	33.21	34.31	35.42	36.53	37.64	38.75	39.86	40.40	40.40	40.40
9	B	24.45	25.26	26.08	26.89	27.71	28.52	29.34	30.15	30.97	31.78
	O	36.68	37.89	39.12	40.34	40.40	40.40	40.40	40.40	40.40	40.40
10	B	26.93	27.82	28.72	29.62	30.51	31.41	32.31	33.21	34.10	35.00
	O	40.40	40.40	40.40	40.40	40.40	40.40	40.40	40.40	40.40	40.40
11	B	29.58	30.57	31.55	32.54	33.53	34.51	35.50	36.48	37.47	38.46
	O	40.40	40.40	40.40	40.40	40.40	40.40	40.40	40.40	40.40	40.40
12	B	35.46	36.64	37.82	39.00	40.19	41.37	42.55	43.73	44.91	46.10
	O	40.40	40.40	40.40	40.40	40.40	41.37	42.55	43.73	44.91	46.10
13	B	42.16	43.57	44.97	46.38	47.78	49.19	50.59	52.00	53.41	54.81
	O	42.16	43.57	44.97	46.38	47.78	49.19	50.59	52.00	53.41	54.81
14	B	49.82	51.48	53.14	54.81	56.47	58.13	59.79	61.45	63.11	64.77
	O	49.82	51.48	53.14	54.81	56.47	58.13	59.79	61.45	63.11	64.77
15	B	58.61	60.56	62.51	64.47	66.42	68.38	70.33	72.28	74.24	76.04
	O	58.61	60.56	62.51	64.47	66.42	68.38	70.33	72.28	74.24	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-RA**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.64%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CARY, NC**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.24	\$ 10.58	\$ 10.92	\$ 11.26	\$ 11.60	\$ 11.80	\$ 12.14	\$ 12.47	\$ 12.49	\$ 12.80
	O	15.36	15.87	16.38	16.89	17.40	17.70	18.21	18.71	18.74	19.20
2	B	11.51	11.78	12.16	12.49	12.63	13.00	13.37	13.74	14.11	14.49
	O	17.27	17.67	18.24	18.74	18.95	19.50	20.06	20.61	21.17	21.74
3	B	12.56	12.98	13.40	13.81	14.23	14.65	15.07	15.49	15.91	16.33
	O	18.84	19.47	20.10	20.72	21.35	21.98	22.61	23.24	23.87	24.50
4	B	14.10	14.57	15.04	15.51	15.98	16.45	16.92	17.39	17.86	18.33
	O	21.15	21.86	22.56	23.27	23.97	24.68	25.38	26.09	26.79	27.50
5	B	15.77	16.30	16.82	17.35	17.88	18.40	18.93	19.45	19.98	20.51
	O	23.66	24.45	25.23	26.03	26.82	27.60	28.40	29.18	29.97	30.77
6	B	17.58	18.17	18.75	19.34	19.93	20.51	21.10	21.69	22.27	22.86
	O	26.37	27.26	28.13	29.01	29.90	30.77	31.65	32.54	33.41	34.29
7	B	19.54	20.19	20.84	21.49	22.14	22.79	23.44	24.10	24.75	25.40
	O	29.31	30.29	31.26	32.24	33.21	34.19	35.16	36.15	37.13	38.10
8	B	21.64	22.36	23.08	23.80	24.52	25.25	25.97	26.69	27.41	28.13
	O	32.46	33.54	34.62	35.70	36.78	37.88	38.96	39.48	39.48	39.48
9	B	23.90	24.70	25.49	26.29	27.09	27.88	28.68	29.47	30.27	31.07
	O	35.85	37.05	38.24	39.44	39.48	39.48	39.48	39.48	39.48	39.48
10	B	26.32	27.20	28.07	28.95	29.83	30.70	31.58	32.46	33.34	34.21
	O	39.48	39.48	39.48	39.48	39.48	39.48	39.48	39.48	39.48	39.48
11	B	28.92	29.88	30.84	31.81	32.77	33.74	34.70	35.66	36.63	37.59
	O	39.48	39.48	39.48	39.48	39.48	39.48	39.48	39.48	39.48	39.48
12	B	34.66	35.81	36.97	38.13	39.28	40.44	41.59	42.75	43.90	45.06
	O	39.48	39.48	39.48	39.48	39.48	40.44	41.59	42.75	43.90	45.06
13	B	41.21	42.59	43.96	45.33	46.71	48.08	49.46	50.83	52.20	53.58
	O	41.21	42.59	43.96	45.33	46.71	48.08	49.46	50.83	52.20	53.58
14	B	48.70	50.32	51.95	53.57	55.20	56.82	58.44	60.07	61.69	63.31
	O	48.70	50.32	51.95	53.57	55.20	56.82	58.44	60.07	61.69	63.31
15	B	57.29	59.20	61.11	63.02	64.93	66.84	68.75	70.66	72.56	74.47
	O	57.29	59.20	61.11	63.02	64.93	66.84	68.75	70.66	72.56	74.47

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-RCH**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.47%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.14	\$ 10.47	\$ 10.81	\$ 11.15	\$ 11.48	\$ 11.68	\$ 12.01	\$ 12.35	\$ 12.36	\$ 12.68
	O	15.21	15.71	16.22	16.73	17.22	17.52	18.02	18.53	18.54	19.02
2	B	11.40	11.67	12.04	12.36	12.50	12.87	13.24	13.61	13.97	14.34
	O	17.10	17.51	18.06	18.54	18.75	19.31	19.86	20.42	20.96	21.51
3	B	12.43	12.85	13.26	13.68	14.09	14.51	14.92	15.34	15.75	16.17
	O	18.65	19.28	19.89	20.52	21.14	21.77	22.38	23.01	23.63	24.26
4	B	13.96	14.42	14.89	15.35	15.82	16.29	16.75	17.22	17.68	18.15
	O	20.94	21.63	22.34	23.03	23.73	24.44	25.13	25.83	26.52	27.23
5	B	15.62	16.14	16.66	17.18	17.70	18.22	18.74	19.26	19.78	20.30
	O	23.43	24.21	24.99	25.77	26.55	27.33	28.11	28.89	29.67	30.45
6	B	17.41	17.99	18.57	19.15	19.73	20.31	20.89	21.47	22.05	22.63
	O	26.12	26.99	27.86	28.73	29.60	30.47	31.34	32.21	33.08	33.95
7	B	19.34	19.99	20.63	21.28	21.92	22.57	23.21	23.86	24.50	25.15
	O	29.01	29.99	30.95	31.92	32.88	33.86	34.82	35.79	36.75	37.73
8	B	21.42	22.14	22.85	23.57	24.28	24.99	25.71	26.42	27.14	27.85
	O	32.13	33.21	34.28	35.36	36.42	37.49	38.57	39.09	39.09	39.09
9	B	23.66	24.45	25.24	26.03	26.82	27.60	28.39	29.18	29.97	30.76
	O	35.49	36.68	37.86	39.05	39.09	39.09	39.09	39.09	39.09	39.09
10	B	26.06	26.93	27.79	28.66	29.53	30.40	31.27	32.14	33.00	33.87
	O	39.09	39.09	39.09	39.09	39.09	39.09	39.09	39.09	39.09	39.09
11	B	28.63	29.58	30.54	31.49	32.45	33.40	34.35	35.31	36.26	37.22
	O	39.09	39.09	39.09	39.09	39.09	39.09	39.09	39.09	39.09	39.09
12	B	34.31	35.46	36.60	37.75	38.89	40.03	41.18	42.32	43.47	44.61
	O	39.09	39.09	39.09	39.09	39.09	40.03	41.18	42.32	43.47	44.61
13	B	40.80	42.16	43.52	44.88	46.24	47.60	48.96	50.32	51.68	53.04
	O	40.80	42.16	43.52	44.88	46.24	47.60	48.96	50.32	51.68	53.04
14	B	48.22	49.82	51.43	53.04	54.65	56.25	57.86	59.47	61.08	62.68
	O	48.22	49.82	51.43	53.04	54.65	56.25	57.86	59.47	61.08	62.68
15	B	56.72	58.61	60.50	62.39	64.28	66.17	68.06	69.95	71.84	73.73
	O	56.72	58.61	60.50	62.39	64.28	66.17	68.06	69.95	71.84	73.73

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-SAC**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.20%**  
**FOR THE LOCALITY PAY AREA OF SACRAMENTO--ARDEN-ARCADE--YUBA CITY, CA-NV**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.63	\$ 10.99	\$ 11.34	\$ 11.69	\$ 12.05	\$ 12.26	\$ 12.61	\$ 12.96	\$ 12.97	\$ 13.30
	O	15.95	16.49	17.01	17.54	18.08	18.39	18.92	19.44	19.46	19.95
2	B	11.96	12.24	12.64	12.97	13.12	13.50	13.89	14.28	14.66	15.05
	O	17.94	18.36	18.96	19.46	19.68	20.25	20.84	21.42	21.99	22.58
3	B	13.05	13.48	13.92	14.35	14.79	15.22	15.66	16.09	16.53	16.96
	O	19.58	20.22	20.88	21.53	22.19	22.83	23.49	24.14	24.80	25.44
4	B	14.64	15.13	15.62	16.11	16.60	17.09	17.57	18.06	18.55	19.04
	O	21.96	22.70	23.43	24.17	24.90	25.64	26.36	27.09	27.83	28.56
5	B	16.38	16.93	17.48	18.02	18.57	19.12	19.66	20.21	20.75	21.30
	O	24.57	25.40	26.22	27.03	27.86	28.68	29.49	30.32	31.13	31.95
6	B	18.26	18.87	19.48	20.09	20.70	21.31	21.92	22.53	23.14	23.74
	O	27.39	28.31	29.22	30.14	31.05	31.97	32.88	33.80	34.71	35.61
7	B	20.30	20.97	21.65	22.32	23.00	23.68	24.35	25.03	25.71	26.38
	O	30.45	31.46	32.48	33.48	34.50	35.52	36.53	37.55	38.57	39.57
8	B	22.48	23.23	23.98	24.72	25.47	26.22	26.97	27.72	28.47	29.22
	O	33.72	34.85	35.97	37.08	38.21	39.33	40.46	41.01	41.01	41.01
9	B	24.83	25.65	26.48	27.31	28.14	28.96	29.79	30.62	31.44	32.27
	O	37.25	38.48	39.72	40.97	41.01	41.01	41.01	41.01	41.01	41.01
10	B	27.34	28.25	29.16	30.07	30.98	31.89	32.81	33.72	34.63	35.54
	O	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01
11	B	30.04	31.04	32.04	33.04	34.04	35.04	36.04	37.05	38.05	39.05
	O	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01
12	B	36.00	37.20	38.40	39.60	40.80	42.00	43.20	44.40	45.60	46.80
	O	41.01	41.01	41.01	41.01	41.01	42.00	43.20	44.40	45.60	46.80
13	B	42.81	44.24	45.67	47.09	48.52	49.95	51.37	52.80	54.23	55.65
	O	42.81	44.24	45.67	47.09	48.52	49.95	51.37	52.80	54.23	55.65
14	B	50.59	52.28	53.96	55.65	57.33	59.02	60.71	62.39	64.08	65.77
	O	50.59	52.28	53.96	55.65	57.33	59.02	60.71	62.39	64.08	65.77
15	B	59.51	61.49	63.47	65.46	67.44	69.43	71.41	73.39	75.38	76.04
	O	59.51	61.49	63.47	65.46	67.44	69.43	71.41	73.39	75.38	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-SD**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.19%**  
**FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD-SAN MARCOS, CA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.81	\$ 11.17	\$ 11.53	\$ 11.89	\$ 12.24	\$ 12.46	\$ 12.81	\$ 13.17	\$ 13.18	\$ 13.52
	O	16.22	16.76	17.30	17.84	18.36	18.69	19.22	19.76	19.77	20.28
2	B	12.15	12.44	12.84	13.18	13.33	13.72	14.12	14.51	14.90	15.29
	O	18.23	18.66	19.26	19.77	20.00	20.58	21.18	21.77	22.35	22.94
3	B	13.26	13.70	14.14	14.58	15.03	15.47	15.91	16.35	16.79	17.24
	O	19.89	20.55	21.21	21.87	22.55	23.21	23.87	24.53	25.19	25.86
4	B	14.88	15.38	15.88	16.37	16.87	17.36	17.86	18.36	18.85	19.35
	O	22.32	23.07	23.82	24.56	25.31	26.04	26.79	27.54	28.28	29.03
5	B	16.65	17.21	17.76	18.32	18.87	19.43	19.98	20.54	21.09	21.65
	O	24.98	25.82	26.64	27.48	28.31	29.15	29.97	30.81	31.64	32.48
6	B	18.56	19.18	19.80	20.42	21.04	21.66	22.27	22.89	23.51	24.13
	O	27.84	28.77	29.70	30.63	31.56	32.49	33.41	34.34	35.27	36.20
7	B	20.63	21.31	22.00	22.69	23.38	24.06	24.75	25.44	26.12	26.81
	O	30.95	31.97	33.00	34.04	35.07	36.09	37.13	38.16	39.18	40.22
8	B	22.84	23.60	24.37	25.13	25.89	26.65	27.41	28.17	28.94	29.70
	O	34.26	35.40	36.56	37.70	38.84	39.98	41.12	41.67	41.67	41.67
9	B	25.23	26.07	26.91	27.75	28.59	29.43	30.28	31.12	31.96	32.80
	O	37.85	39.11	40.37	41.63	41.67	41.67	41.67	41.67	41.67	41.67
10	B	27.78	28.71	29.64	30.56	31.49	32.41	33.34	34.27	35.19	36.12
	O	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67
11	B	30.53	31.54	32.56	33.58	34.60	35.61	36.63	37.65	38.67	39.68
	O	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67
12	B	36.59	37.81	39.03	40.25	41.47	42.69	43.91	45.13	46.35	47.57
	O	41.67	41.67	41.67	41.67	41.67	42.69	43.91	45.13	46.35	47.57
13	B	43.51	44.96	46.41	47.86	49.31	50.76	52.21	53.66	55.11	56.56
	O	43.51	44.96	46.41	47.86	49.31	50.76	52.21	53.66	55.11	56.56
14	B	51.41	53.13	54.84	56.55	58.27	59.98	61.70	63.41	65.12	66.84
	O	51.41	53.13	54.84	56.55	58.27	59.98	61.70	63.41	65.12	66.84
15	B	60.48	62.49	64.51	66.52	68.54	70.56	72.57	74.59	76.04	76.04
	O	60.48	62.49	64.51	66.52	68.54	70.56	72.57	74.59	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-SF**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 35.15%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 11.76	\$ 12.15	\$ 12.54	\$ 12.93	\$ 13.33	\$ 13.55	\$ 13.94	\$ 14.33	\$ 14.35	\$ 14.71
	O	17.64	18.23	18.81	19.40	20.00	20.33	20.91	21.50	21.53	22.07
2	B	13.22	13.54	13.98	14.35	14.51	14.93	15.36	15.79	16.21	16.64
	O	19.83	20.31	20.97	21.53	21.77	22.40	23.04	23.69	24.32	24.96
3	B	14.43	14.91	15.39	15.87	16.35	16.83	17.31	17.80	18.28	18.76
	O	21.65	22.37	23.09	23.81	24.53	25.25	25.97	26.70	27.42	28.14
4	B	16.20	16.74	17.28	17.82	18.36	18.90	19.44	19.98	20.52	21.06
	O	24.30	25.11	25.92	26.73	27.54	28.35	29.16	29.97	30.78	31.59
5	B	18.12	18.72	19.33	19.93	20.54	21.14	21.75	22.35	22.95	23.56
	O	27.18	28.08	29.00	29.90	30.81	31.71	32.63	33.53	34.43	35.34
6	B	20.20	20.87	21.55	22.22	22.89	23.57	24.24	24.91	25.59	26.26
	O	30.30	31.31	32.33	33.33	34.34	35.36	36.36	37.37	38.39	39.39
7	B	22.45	23.19	23.94	24.69	25.44	26.19	26.93	27.68	28.43	29.18
	O	33.68	34.79	35.91	37.04	38.16	39.29	40.40	41.52	42.65	43.77
8	B	24.86	25.69	26.52	27.35	28.17	29.00	29.83	30.66	31.49	32.32
	O	37.29	38.54	39.78	41.03	42.26	43.50	44.75	45.36	45.36	45.36
9	B	27.46	28.37	29.29	30.20	31.12	32.03	32.95	33.86	34.78	35.69
	O	41.19	42.56	43.94	45.30	45.36	45.36	45.36	45.36	45.36	45.36
10	B	30.24	31.24	32.25	33.26	34.27	35.27	36.28	37.29	38.30	39.30
	O	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36
11	B	33.22	34.33	35.43	36.54	37.65	38.76	39.86	40.97	42.08	43.19
	O	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36
12	B	39.82	41.14	42.47	43.80	45.13	46.45	47.78	49.11	50.44	51.77
	O	45.36	45.36	45.36	45.36	45.36	46.45	47.78	49.11	50.44	51.77
13	B	47.35	48.93	50.50	52.08	53.66	55.24	56.82	58.39	59.97	61.55
	O	47.35	48.93	50.50	52.08	53.66	55.24	56.82	58.39	59.97	61.55
14	B	55.95	57.82	59.68	61.55	63.41	65.28	67.14	69.01	70.87	72.74
	O	55.95	57.82	59.68	61.55	63.41	65.28	67.14	69.01	70.87	72.74
15	B	65.81	68.01	70.20	72.40	74.59	76.04	76.04	76.04	76.04	76.04
	O	65.81	68.01	70.20	72.40	74.59	76.04	76.04	76.04	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-SEA**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.81%**  
**FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-OLYMPIA, WA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 11.31	\$ 11.66	\$ 12.01	\$ 12.22	\$ 12.56	\$ 12.92	\$ 12.93	\$ 13.26
	O	15.90	16.43	16.97	17.49	18.02	18.33	18.84	19.38	19.40	19.89
2	B	11.92	12.20	12.60	12.93	13.08	13.46	13.85	14.23	14.61	15.00
	O	17.88	18.30	18.90	19.40	19.62	20.19	20.78	21.35	21.92	22.50
3	B	13.00	13.44	13.87	14.30	14.74	15.17	15.61	16.04	16.47	16.91
	O	19.50	20.16	20.81	21.45	22.11	22.76	23.42	24.06	24.71	25.37
4	B	14.60	15.08	15.57	16.06	16.54	17.03	17.52	18.01	18.49	18.98
	O	21.90	22.62	23.36	24.09	24.81	25.55	26.28	27.02	27.74	28.47
5	B	16.33	16.88	17.42	17.97	18.51	19.05	19.60	20.14	20.69	21.23
	O	24.50	25.32	26.13	26.96	27.77	28.58	29.40	30.21	31.04	31.85
6	B	18.21	18.81	19.42	20.03	20.63	21.24	21.85	22.45	23.06	23.67
	O	27.32	28.22	29.13	30.05	30.95	31.86	32.78	33.68	34.59	35.51
7	B	20.23	20.91	21.58	22.25	22.93	23.60	24.28	24.95	25.62	26.30
	O	30.35	31.37	32.37	33.38	34.40	35.40	36.42	37.43	38.43	39.45
8	B	22.40	23.15	23.90	24.65	25.39	26.14	26.89	27.63	28.38	29.13
	O	33.60	34.73	35.85	36.98	38.09	39.21	40.34	40.88	40.88	40.88
9	B	24.75	25.57	26.40	27.22	28.05	28.87	29.69	30.52	31.34	32.17
	O	37.13	38.36	39.60	40.83	40.88	40.88	40.88	40.88	40.88	40.88
10	B	27.25	28.16	29.07	29.98	30.88	31.79	32.70	33.61	34.52	35.43
	O	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88
11	B	29.94	30.94	31.94	32.93	33.93	34.93	35.93	36.93	37.93	38.92
	O	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88	40.88
12	B	35.89	37.08	38.28	39.48	40.67	41.87	43.07	44.26	45.46	46.66
	O	40.88	40.88	40.88	40.88	40.88	41.87	43.07	44.26	45.46	46.66
13	B	42.67	44.10	45.52	46.94	48.36	49.79	51.21	52.63	54.05	55.48
	O	42.67	44.10	45.52	46.94	48.36	49.79	51.21	52.63	54.05	55.48
14	B	50.43	52.11	53.79	55.47	57.15	58.83	60.51	62.19	63.88	65.56
	O	50.43	52.11	53.79	55.47	57.15	58.83	60.51	62.19	63.88	65.56
15	B	59.32	61.29	63.27	65.25	67.23	69.20	71.18	73.16	75.14	76.04
	O	59.32	61.29	63.27	65.25	67.23	69.20	71.18	73.16	75.14	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-DCB**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.22%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.81	\$ 11.17	\$ 11.53	\$ 11.89	\$ 12.25	\$ 12.46	\$ 12.81	\$ 13.17	\$ 13.19	\$ 13.52
	O	16.22	16.76	17.30	17.84	18.38	18.69	19.22	19.76	19.79	20.28
2	B	12.15	12.44	12.85	13.19	13.33	13.73	14.12	14.51	14.90	15.30
	O	18.23	18.66	19.28	19.79	20.00	20.60	21.18	21.77	22.35	22.95
3	B	13.26	13.70	14.15	14.59	15.03	15.47	15.91	16.36	16.80	17.24
	O	19.89	20.55	21.23	21.89	22.55	23.21	23.87	24.54	25.20	25.86
4	B	14.89	15.38	15.88	16.38	16.87	17.37	17.87	18.36	18.86	19.35
	O	22.34	23.07	23.82	24.57	25.31	26.06	26.81	27.54	28.29	29.03
5	B	16.66	17.21	17.77	18.32	18.88	19.43	19.99	20.54	21.10	21.65
	O	24.99	25.82	26.66	27.48	28.32	29.15	29.99	30.81	31.65	32.48
6	B	18.57	19.18	19.80	20.42	21.04	21.66	22.28	22.90	23.52	24.14
	O	27.86	28.77	29.70	30.63	31.56	32.49	33.42	34.35	35.28	36.21
7	B	20.63	21.32	22.01	22.69	23.38	24.07	24.76	25.44	26.13	26.82
	O	30.95	31.98	33.02	34.04	35.07	36.11	37.14	38.16	39.20	40.23
8	B	22.85	23.61	24.37	25.13	25.90	26.66	27.42	28.18	28.94	29.70
	O	34.28	35.42	36.56	37.70	38.85	39.99	41.13	41.69	41.69	41.69
9	B	25.24	26.08	26.92	27.76	28.60	29.44	30.28	31.12	31.96	32.81
	O	37.86	39.12	40.38	41.64	41.69	41.69	41.69	41.69	41.69	41.69
10	B	27.79	28.72	29.64	30.57	31.50	32.42	33.35	34.27	35.20	36.13
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
11	B	30.53	31.55	32.57	33.59	34.60	35.62	36.64	37.66	38.68	39.69
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
12	B	36.60	37.82	39.04	40.26	41.48	42.70	43.92	45.14	46.36	47.58
	O	41.69	41.69	41.69	41.69	41.69	42.70	43.92	45.14	46.36	47.58
13	B	43.52	44.97	46.42	47.87	49.32	50.77	52.22	53.67	55.12	56.57
	O	43.52	44.97	46.42	47.87	49.32	50.77	52.22	53.67	55.12	56.57
14	B	51.43	53.14	54.85	56.57	58.28	60.00	61.71	63.43	65.14	66.85
	O	51.43	53.14	54.85	56.57	58.28	60.00	61.71	63.43	65.14	66.85
15	B	60.49	62.51	64.52	66.54	68.56	70.57	72.59	74.61	76.04	76.04
	O	60.49	62.51	64.52	66.54	68.56	70.57	72.59	74.61	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>



**SALARY TABLE 2015-RUS**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.16%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 9.93	\$ 10.27	\$ 10.60	\$ 10.93	\$ 11.26	\$ 11.45	\$ 11.78	\$ 12.11	\$ 12.12	\$ 12.42
	O	14.90	15.41	15.90	16.40	16.89	17.18	17.67	18.17	18.18	18.63
2	B	11.17	11.44	11.80	12.12	12.25	12.62	12.98	13.34	13.70	14.06
	O	16.76	17.16	17.70	18.18	18.38	18.93	19.47	20.01	20.55	21.09
3	B	12.19	12.59	13.00	13.41	13.81	14.22	14.63	15.03	15.44	15.84
	O	18.29	18.89	19.50	20.12	20.72	21.33	21.95	22.55	23.16	23.76
4	B	13.68	14.14	14.59	15.05	15.51	15.96	16.42	16.87	17.33	17.79
	O	20.52	21.21	21.89	22.58	23.27	23.94	24.63	25.31	26.00	26.69
5	B	15.31	15.82	16.33	16.84	17.35	17.86	18.37	18.88	19.39	19.90
	O	22.97	23.73	24.50	25.26	26.03	26.79	27.56	28.32	29.09	29.85
6	B	17.06	17.63	18.20	18.77	19.34	19.91	20.48	21.04	21.61	22.18
	O	25.59	26.45	27.30	28.16	29.01	29.87	30.72	31.56	32.42	33.27
7	B	18.96	19.59	20.22	20.86	21.49	22.12	22.75	23.38	24.01	24.65
	O	28.44	29.39	30.33	31.29	32.24	33.18	34.13	35.07	36.02	36.98
8	B	21.00	21.70	22.40	23.10	23.80	24.50	25.20	25.90	26.60	27.30
	O	31.50	32.55	33.60	34.65	35.70	36.75	37.80	38.31	38.31	38.31
9	B	23.19	23.97	24.74	25.51	26.28	27.06	27.83	28.60	29.38	30.15
	O	34.79	35.96	37.11	38.27	38.31	38.31	38.31	38.31	38.31	38.31
10	B	25.54	26.39	27.24	28.09	28.94	29.80	30.65	31.50	32.35	33.20
	O	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31
11	B	28.06	29.00	29.93	30.87	31.80	32.74	33.67	34.61	35.54	36.48
	O	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31	38.31
12	B	33.63	34.75	35.88	37.00	38.12	39.24	40.36	41.48	42.60	43.73
	O	38.31	38.31	38.31	38.31	38.31	39.24	40.36	41.48	42.60	43.73
13	B	39.99	41.33	42.66	43.99	45.33	46.66	47.99	49.33	50.66	51.99
	O	39.99	41.33	42.66	43.99	45.33	46.66	47.99	49.33	50.66	51.99
14	B	47.26	48.84	50.41	51.99	53.56	55.14	56.71	58.29	59.86	61.44
	O	47.26	48.84	50.41	51.99	53.56	55.14	56.71	58.29	59.86	61.44
15	B	55.59	57.45	59.30	61.15	63.01	64.86	66.71	68.56	70.42	72.27
	O	55.59	57.45	59.30	61.15	63.01	64.86	66.71	68.56	70.42	72.27

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-AK**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.69%**

**STATE OF ALASKA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.85	\$ 11.21	\$ 11.57	\$ 11.93	\$ 12.29	\$ 12.51	\$ 12.86	\$ 13.22	\$ 13.24	\$ 13.57
	O	16.28	16.82	17.36	17.90	18.44	18.77	19.29	19.83	19.86	20.36
2	B	12.20	12.49	12.89	13.24	13.38	13.78	14.17	14.57	14.96	15.35
	O	18.30	18.74	19.34	19.86	20.07	20.67	21.26	21.86	22.44	23.03
3	B	13.31	13.75	14.20	14.64	15.09	15.53	15.97	16.42	16.86	17.31
	O	19.97	20.63	21.30	21.96	22.64	23.30	23.96	24.63	25.29	25.97
4	B	14.94	15.44	15.94	16.44	16.94	17.43	17.93	18.43	18.93	19.43
	O	22.41	23.16	23.91	24.66	25.41	26.15	26.90	27.65	28.40	29.15
5	B	16.72	17.28	17.83	18.39	18.95	19.51	20.06	20.62	21.18	21.74
	O	25.08	25.92	26.75	27.59	28.43	29.27	30.09	30.93	31.77	32.61
6	B	18.64	19.26	19.88	20.50	21.12	21.74	22.36	22.99	23.61	24.23
	O	27.96	28.89	29.82	30.75	31.68	32.61	33.54	34.49	35.42	36.35
7	B	20.71	21.40	22.09	22.78	23.47	24.16	24.85	25.54	26.23	26.92
	O	31.07	32.10	33.14	34.17	35.21	36.24	37.28	38.31	39.35	40.38
8	B	22.93	23.70	24.46	25.23	25.99	26.76	27.52	28.29	29.05	29.82
	O	34.40	35.55	36.69	37.85	38.99	40.14	41.28	41.85	41.85	41.85
9	B	25.33	26.18	27.02	27.86	28.71	29.55	30.40	31.24	32.09	32.93
	O	38.00	39.27	40.53	41.79	41.85	41.85	41.85	41.85	41.85	41.85
10	B	27.90	28.83	29.76	30.69	31.61	32.54	33.47	34.40	35.33	36.26
	O	41.85	41.85	41.85	41.85	41.85	41.85	41.85	41.85	41.85	41.85
11	B	30.65	31.67	32.69	33.71	34.74	35.76	36.78	37.80	38.82	39.84
	O	41.85	41.85	41.85	41.85	41.85	41.85	41.85	41.85	41.85	41.85
12	B	36.74	37.96	39.18	40.41	41.63	42.86	44.08	45.31	46.53	47.76
	O	41.85	41.85	41.85	41.85	41.85	42.86	44.08	45.31	46.53	47.76
13	B	43.68	45.14	46.60	48.05	49.51	50.96	52.42	53.88	55.33	56.79
	O	43.68	45.14	46.60	48.05	49.51	50.96	52.42	53.88	55.33	56.79
14	B	51.62	53.34	55.06	56.78	58.50	60.22	61.94	63.66	65.39	67.11
	O	51.62	53.34	55.06	56.78	58.50	60.22	61.94	63.66	65.39	67.11
15	B	60.72	62.74	64.77	66.79	68.82	70.84	72.86	74.89	76.04	76.04
	O	60.72	62.74	64.77	66.79	68.82	70.84	72.86	74.89	76.04	76.04

\* 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 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>

**SALARY TABLE 2015-HI**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.51%**

**STATE OF HAWAII**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2015**

*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	\$ 10.14	\$ 10.48	\$ 10.81	\$ 11.15	\$ 11.49	\$ 11.69	\$ 12.02	\$ 12.35	\$ 12.37	\$ 12.68
	O	15.21	15.72	16.22	16.73	17.24	17.54	18.03	18.53	18.56	19.02
2	B	11.40	11.67	12.05	12.37	12.51	12.87	13.24	13.61	13.98	14.35
	O	17.10	17.51	18.08	18.56	18.77	19.31	19.86	20.42	20.97	21.53
3	B	12.44	12.85	13.27	13.68	14.10	14.51	14.93	15.34	15.76	16.17
	O	18.66	19.28	19.91	20.52	21.15	21.77	22.40	23.01	23.64	24.26
4	B	13.96	14.43	14.89	15.36	15.83	16.29	16.76	17.22	17.69	18.15
	O	20.94	21.65	22.34	23.04	23.75	24.44	25.14	25.83	26.54	27.23
5	B	15.62	16.14	16.66	17.18	17.70	18.23	18.75	19.27	19.79	20.31
	O	23.43	24.21	24.99	25.77	26.55	27.35	28.13	28.91	29.69	30.47
6	B	17.41	17.99	18.57	19.16	19.74	20.32	20.90	21.48	22.06	22.64
	O	26.12	26.99	27.86	28.74	29.61	30.48	31.35	32.22	33.09	33.96
7	B	19.35	20.00	20.64	21.29	21.93	22.57	23.22	23.86	24.51	25.15
	O	29.03	30.00	30.96	31.94	32.90	33.86	34.83	35.79	36.77	37.73
8	B	21.43	22.14	22.86	23.57	24.29	25.00	25.72	26.43	27.15	27.86
	O	32.15	33.21	34.29	35.36	36.44	37.50	38.58	39.11	39.11	39.11
9	B	23.67	24.46	25.25	26.04	26.83	27.61	28.40	29.19	29.98	30.77
	O	35.51	36.69	37.88	39.06	39.11	39.11	39.11	39.11	39.11	39.11
10	B	26.07	26.93	27.80	28.67	29.54	30.41	31.28	32.15	33.02	33.88
	O	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11
11	B	28.64	29.59	30.55	31.50	32.46	33.41	34.37	35.32	36.28	37.23
	O	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11
12	B	34.33	35.47	36.61	37.76	38.90	40.05	41.19	42.34	43.48	44.63
	O	39.11	39.11	39.11	39.11	39.11	40.05	41.19	42.34	43.48	44.63
13	B	40.82	42.18	43.54	44.90	46.26	47.62	48.98	50.34	51.70	53.06
	O	40.82	42.18	43.54	44.90	46.26	47.62	48.98	50.34	51.70	53.06
14	B	48.23	49.84	51.45	53.06	54.66	56.27	57.88	59.49	61.10	62.70
	O	48.23	49.84	51.45	53.06	54.66	56.27	57.88	59.49	61.10	62.70
15	B	56.74	58.63	60.52	62.41	64.30	66.19	68.08	69.98	71.87	73.76
	O	56.74	58.63	60.52	62.41	64.30	66.19	68.08	69.98	71.87	73.76

Applicable locations are shown on the 2015 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2015/locality-pay-area-definitions/>