

**SALARY TABLE 2016-AL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.49%**  
**FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY**  
**TOTAL INCREASE: 1.29%**  
**EFFECTIVE JANUARY 2016**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.06	\$ 10.40	\$ 10.73	\$ 11.07	\$ 11.40	\$ 11.60	\$ 11.93	\$ 12.26	\$ 12.27	\$ 12.59
	O	15.09	15.60	16.10	16.61	17.10	17.40	17.90	18.39	18.41	18.89
2	B	11.31	11.58	11.96	12.27	12.41	12.78	13.14	13.51	13.88	14.24
	O	16.97	17.37	17.94	18.41	18.62	19.17	19.71	20.27	20.82	21.36
3	B	14.81	15.22	15.64	16.05	16.46	16.87	17.28	17.69	18.10	18.52
	O	22.22	22.83	23.46	24.08	24.69	25.31	25.92	26.54	27.15	27.78
4	B	16.63	17.09	17.55	18.01	18.48	18.94	19.40	19.86	20.32	20.79
	O	24.95	25.64	26.33	27.02	27.72	28.41	29.10	29.79	30.48	31.19
5	B	19.12	19.64	20.16	20.67	21.19	21.71	22.22	22.74	23.26	23.77
	O	28.68	29.46	30.24	31.01	31.79	32.57	33.33	34.11	34.89	35.66
6	B	20.16	20.74	21.31	21.89	22.47	23.04	23.62	24.20	24.77	25.35
	O	30.24	31.11	31.97	32.84	33.71	34.56	35.43	36.30	37.16	38.03
7	B	21.77	22.41	23.05	23.69	24.33	24.97	25.61	26.25	26.89	27.53
	O	32.66	33.62	34.58	35.54	36.50	37.46	38.42	39.38	40.10	40.10
8	B	22.69	23.40	24.10	24.81	25.52	26.23	26.94	27.65	28.36	29.07
	O	34.04	35.10	36.15	37.22	38.28	39.35	40.10	40.10	40.10	40.10
9	B	24.28	25.06	25.84	26.62	27.41	28.19	28.97	29.75	30.54	31.32
	O	36.42	37.59	38.76	39.93	40.10	40.10	40.10	40.10	40.10	40.10
10	B	26.73	27.60	28.46	29.32	30.18	31.04	31.91	32.77	33.63	34.49
	O	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10
11	B	28.42	29.37	30.32	31.26	32.21	33.16	34.11	35.05	36.00	36.95
	O	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10
12	B	34.07	35.20	36.34	37.47	38.61	39.75	40.88	42.02	43.15	44.29
	O	40.10	40.10	40.10	40.10	40.10	40.10	40.88	42.02	43.15	44.29
13	B	40.51	41.86	43.21	44.56	45.91	47.26	48.61	49.97	51.32	52.67
	O	40.51	41.86	43.21	44.56	45.91	47.26	48.61	49.97	51.32	52.67
14	B	47.87	49.47	51.06	52.66	54.25	55.85	57.45	59.04	60.64	62.23
	O	47.87	49.47	51.06	52.66	54.25	55.85	57.45	59.04	60.64	62.23
15	B	56.31	58.19	60.06	61.94	63.82	65.70	67.57	69.45	71.33	73.21
	O	56.31	58.19	60.06	61.94	63.82	65.70	67.57	69.45	71.33	73.21

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

Applicable locations are shown on the 2016 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>