

**SALARY TABLE 2016-AQ (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.37%**  
**FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM**  
**TOTAL INCREASE: 1.19%**  
**EFFECTIVE JANUARY 2016**

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

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.05	\$ 10.39	\$ 10.72	\$ 11.06	\$ 11.39	\$ 11.59	\$ 11.92	\$ 12.25	\$ 12.26	\$ 12.57
	O	15.08	15.59	16.08	16.59	17.09	17.39	17.88	18.38	18.39	18.86
2	B	11.30	11.57	11.94	12.26	12.40	12.77	13.13	13.50	13.86	14.23
	O	16.95	17.36	17.91	18.39	18.60	19.16	19.70	20.25	20.79	21.35
3	B	14.80	15.21	15.62	16.03	16.44	16.85	17.26	17.67	18.09	18.50
	O	22.20	22.82	23.43	24.05	24.66	25.28	25.89	26.51	27.14	27.75
4	B	16.61	17.07	17.53	18.00	18.46	18.92	19.38	19.84	20.30	20.76
	O	24.92	25.61	26.30	27.00	27.69	28.38	29.07	29.76	30.45	31.14
5	B	19.10	19.62	20.13	20.65	21.17	21.68	22.20	22.71	23.23	23.75
	O	28.65	29.43	30.20	30.98	31.76	32.52	33.30	34.07	34.85	35.63
6	B	20.14	20.72	21.29	21.87	22.44	23.02	23.59	24.17	24.75	25.32
	O	30.21	31.08	31.94	32.81	33.66	34.53	35.39	36.26	37.13	37.98
7	B	21.74	22.38	23.02	23.66	24.30	24.94	25.58	26.22	26.86	27.50
	O	32.61	33.57	34.53	35.49	36.45	37.41	38.37	39.33	40.05	40.05
8	B	22.66	23.37	24.08	24.79	25.49	26.20	26.91	27.62	28.33	29.04
	O	33.99	35.06	36.12	37.19	38.24	39.30	40.05	40.05	40.05	40.05
9	B	24.25	25.03	25.81	26.60	27.38	28.16	28.94	29.72	30.51	31.29
	O	36.38	37.55	38.72	39.90	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.57	28.43	29.29	30.15	31.01	31.87	32.74	33.60	34.46
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	28.39	29.34	30.29	31.23	32.18	33.13	34.07	35.02	35.96	36.91
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	34.03	35.17	36.30	37.44	38.57	39.70	40.84	41.97	43.11	44.24
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.84	41.97	43.11	44.24
13	B	40.47	41.82	43.17	44.52	45.87	47.21	48.56	49.91	51.26	52.61
	O	40.47	41.82	43.17	44.52	45.87	47.21	48.56	49.91	51.26	52.61
14	B	47.82	49.42	51.01	52.60	54.20	55.79	57.39	58.98	60.57	62.17
	O	47.82	49.42	51.01	52.60	54.20	55.79	57.39	58.98	60.57	62.17
15	B	56.25	58.13	60.00	61.88	63.75	65.63	67.50	69.38	71.25	73.13
	O	56.25	58.13	60.00	61.88	63.75	65.63	67.50	69.38	71.25	73.13

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/>