

**SALARY TABLE 2016-BOS (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.19%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-CT-ME**

**TOTAL INCREASE: 1.32%**

**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	\$ 11.00	\$ 11.37	\$ 11.74	\$ 12.10	\$ 12.47	\$ 12.68	\$ 13.04	\$ 13.41	\$ 13.42	\$ 13.76
	O	16.50	17.06	17.61	18.15	18.71	19.02	19.56	20.12	20.13	20.64
2	B	12.37	12.67	13.08	13.42	13.57	13.97	14.37	14.77	15.17	15.57
	O	18.56	19.01	19.62	20.13	20.36	20.96	21.56	22.16	22.76	23.36
3	B	16.20	16.65	17.10	17.55	18.00	18.45	18.90	19.35	19.80	20.25
	O	24.30	24.98	25.65	26.33	27.00	27.68	28.35	29.03	29.70	30.38
4	B	18.18	18.69	19.19	19.70	20.20	20.71	21.21	21.72	22.22	22.73
	O	27.27	28.04	28.79	29.55	30.30	31.07	31.82	32.58	33.33	34.10
5	B	20.91	21.47	22.04	22.60	23.17	23.73	24.30	24.86	25.43	25.99
	O	31.37	32.21	33.06	33.90	34.76	35.60	36.45	37.29	38.15	38.99
6	B	22.05	22.68	23.31	23.94	24.57	25.20	25.83	26.46	27.09	27.72
	O	33.08	34.02	34.97	35.91	36.86	37.80	38.75	39.69	40.64	41.58
7	B	23.80	24.50	25.20	25.90	26.60	27.30	28.00	28.70	29.40	30.10
	O	35.70	36.75	37.80	38.85	39.90	40.95	42.00	43.05	43.85	43.85
8	B	24.81	25.58	26.36	27.13	27.91	28.68	29.46	30.23	31.01	31.78
	O	37.22	38.37	39.54	40.70	41.87	43.02	43.85	43.85	43.85	43.85
9	B	26.54	27.40	28.26	29.11	29.97	30.82	31.68	32.54	33.39	34.25
	O	39.81	41.10	42.39	43.67	43.85	43.85	43.85	43.85	43.85	43.85
10	B	29.23	30.17	31.12	32.06	33.00	33.95	34.89	35.83	36.77	37.72
	O	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85
11	B	31.08	32.11	33.15	34.19	35.22	36.26	37.29	38.33	39.37	40.40
	O	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85
12	B	37.25	38.49	39.74	40.98	42.22	43.46	44.70	45.94	47.19	48.43
	O	43.85	43.85	43.85	43.85	43.85	43.85	44.70	45.94	47.19	48.43
13	B	44.30	45.77	47.25	48.73	50.20	51.68	53.16	54.63	56.11	57.59
	O	44.30	45.77	47.25	48.73	50.20	51.68	53.16	54.63	56.11	57.59
14	B	52.35	54.09	55.84	57.58	59.33	61.07	62.82	64.56	66.31	68.05
	O	52.35	54.09	55.84	57.58	59.33	61.07	62.82	64.56	66.31	68.05
15	B	61.57	63.63	65.68	67.73	69.78	71.84	73.89	75.94	76.81	76.81
	O	61.57	63.63	65.68	67.73	69.78	71.84	73.89	75.94	76.81	76.81

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>