

**SALARY TABLE 2016-CLE (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.87%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH**  
**TOTAL INCREASE: 1.16%**  
**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	\$ 10.45	\$ 10.80	\$ 11.14	\$ 11.49	\$ 11.84	\$ 12.04	\$ 12.38	\$ 12.73	\$ 12.74	\$ 13.07
	O	15.68	16.20	16.71	17.24	17.76	18.06	18.57	19.10	19.11	19.61
2	B	11.75	12.03	12.41	12.74	12.89	13.27	13.65	14.03	14.41	14.79
	O	17.63	18.05	18.62	19.11	19.34	19.91	20.48	21.05	21.62	22.19
3	B	15.38	15.81	16.23	16.66	17.09	17.52	17.94	18.37	18.80	19.22
	O	23.07	23.72	24.35	24.99	25.64	26.28	26.91	27.56	28.20	28.83
4	B	17.27	17.75	18.22	18.70	19.18	19.66	20.14	20.62	21.10	21.58
	O	25.91	26.63	27.33	28.05	28.77	29.49	30.21	30.93	31.65	32.37
5	B	19.85	20.39	20.93	21.46	22.00	22.54	23.07	23.61	24.15	24.68
	O	29.78	30.59	31.40	32.19	33.00	33.81	34.61	35.42	36.23	37.02
6	B	20.93	21.53	22.13	22.73	23.33	23.92	24.52	25.12	25.72	26.32
	O	31.40	32.30	33.20	34.10	35.00	35.88	36.78	37.68	38.58	39.48
7	B	22.60	23.26	23.93	24.59	25.26	25.92	26.59	27.25	27.92	28.58
	O	33.90	34.89	35.90	36.89	37.89	38.88	39.89	40.88	41.64	41.64
8	B	23.55	24.29	25.03	25.76	26.50	27.23	27.97	28.71	29.44	30.18
	O	35.33	36.44	37.55	38.64	39.75	40.85	41.64	41.64	41.64	41.64
9	B	25.20	26.02	26.83	27.64	28.45	29.27	30.08	30.89	31.71	32.52
	O	37.80	39.03	40.25	41.46	41.64	41.64	41.64	41.64	41.64	41.64
10	B	27.76	28.65	29.55	30.44	31.34	32.23	33.13	34.02	34.92	35.81
	O	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64
11	B	29.51	30.49	31.48	32.46	33.44	34.43	35.41	36.40	37.38	38.36
	O	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64
12	B	35.37	36.55	37.73	38.91	40.09	41.27	42.45	43.62	44.80	45.98
	O	41.64	41.64	41.64	41.64	41.64	41.64	42.45	43.62	44.80	45.98
13	B	42.06	43.46	44.87	46.27	47.67	49.07	50.47	51.88	53.28	54.68
	O	42.06	43.46	44.87	46.27	47.67	49.07	50.47	51.88	53.28	54.68
14	B	49.70	51.36	53.02	54.67	56.33	57.99	59.64	61.30	62.96	64.61
	O	49.70	51.36	53.02	54.67	56.33	57.99	59.64	61.30	62.96	64.61
15	B	58.46	60.41	62.36	64.31	66.26	68.21	70.16	72.11	74.06	76.01
	O	58.46	60.41	62.36	64.31	66.26	68.21	70.16	72.11	74.06	76.01

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/>