

**SALARY TABLE 2016-DCB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.78%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA**  
**TOTAL INCREASE: 1.46%**  
**EFFECTIVE JANUARY 2016**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,888	\$ 23,653	\$ 24,414	\$ 25,172	\$ 25,933	\$ 26,378	\$ 27,131	\$ 27,890	\$ 27,920	\$ 28,626
2	25,733	26,346	27,198	27,920	28,236	29,068	29,899	30,730	31,561	32,392
3	33,693	34,629	35,565	36,501	37,436	38,372	39,308	40,244	41,180	42,116
4	37,825	38,875	39,926	40,977	42,027	43,078	44,128	45,179	46,230	47,280
5	43,493	44,669	45,844	47,020	48,195	49,370	50,546	51,721	52,897	54,072
6	45,862	47,172	48,482	49,792	51,102	52,413	53,723	55,033	56,343	57,653
7	49,509	50,965	52,421	53,878	55,334	56,790	58,246	59,702	61,158	62,615
8	51,603	53,215	54,827	56,439	58,051	59,664	61,276	62,888	64,500	66,112
9	55,215	56,996	58,776	60,557	62,338	64,118	65,899	67,679	69,460	71,241
10	60,805	62,767	64,728	66,690	68,651	70,613	72,575	74,536	76,498	78,459
11	64,650	66,805	68,960	71,115	73,270	75,425	77,579	79,734	81,889	84,044
12	77,490	80,073	82,656	85,238	87,821	90,404	92,987	95,570	98,153	100,736
13	92,145	95,217	98,289	101,361	104,433	107,505	110,578	113,650	116,722	119,794
14	108,887	112,517	116,146	119,776	123,406	127,036	130,666	134,296	137,926	141,555
15	128,082	132,352	136,622	140,892	145,162	149,432	153,702	157,971	160,300 *	160,300 *

\* 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/>