

**SALARY TABLE 2016-HB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.47%**  
**FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA**  
**TOTAL INCREASE: 1.27%**  
**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	\$ 20,997	\$ 21,699	\$ 22,397	\$ 23,092	\$ 23,790	\$ 24,199	\$ 24,889	\$ 25,585	\$ 25,613	\$ 26,261
2	23,607	24,169	24,951	25,613	25,903	26,666	27,428	28,191	28,953	29,715
3	30,909	31,768	32,626	33,485	34,343	35,202	36,060	36,919	37,777	38,636
4	34,699	35,663	36,627	37,591	38,555	39,518	40,482	41,446	42,410	43,374
5	39,900	40,978	42,056	43,135	44,213	45,291	46,370	47,448	48,526	49,604
6	42,072	43,274	44,476	45,678	46,880	48,082	49,284	50,486	51,688	52,890
7	45,418	46,754	48,090	49,426	50,762	52,098	53,433	54,769	56,105	57,441
8	47,339	48,818	50,297	51,776	53,255	54,734	56,213	57,692	59,171	60,650
9	50,653	52,286	53,920	55,553	57,187	58,820	60,454	62,087	63,721	65,354
10	55,781	57,581	59,380	61,180	62,979	64,779	66,578	68,378	70,177	71,976
11	59,308	61,285	63,262	65,239	67,216	69,193	71,169	73,146	75,123	77,100
12	71,087	73,457	75,826	78,196	80,565	82,935	85,304	87,674	90,043	92,413
13	84,532	87,350	90,168	92,986	95,805	98,623	101,441	104,259	107,078	109,896
14	99,890	103,220	106,550	109,880	113,210	116,540	119,870	123,199	126,529	129,859
15	117,499	121,416	125,333	129,250	133,168	137,085	141,002	144,919	148,836	152,753

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/>