

**SALARY TABLE 2016-NY (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.20%**  
**FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA**  
**TOTAL INCREASE: 1.38%**  
**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	\$ 11.36	\$ 11.74	\$ 12.11	\$ 12.49	\$ 12.87	\$ 13.09	\$ 13.46	\$ 13.84	\$ 13.85	\$ 14.20
	O	17.04	17.61	18.17	18.74	19.31	19.64	20.19	20.76	20.78	21.30
2	B	12.77	13.07	13.49	13.85	14.01	14.42	14.83	15.25	15.66	16.07
	O	19.16	19.61	20.24	20.78	21.02	21.63	22.25	22.88	23.49	24.11
3	B	16.72	17.18	17.64	18.11	18.57	19.04	19.50	19.97	20.43	20.90
	O	25.08	25.77	26.46	27.17	27.86	28.56	29.25	29.96	30.65	31.35
4	B	18.77	19.29	19.81	20.33	20.85	21.37	21.89	22.41	22.94	23.46
	O	28.16	28.94	29.72	30.50	31.28	32.06	32.84	33.62	34.41	35.19
5	B	21.58	22.16	22.74	23.33	23.91	24.49	25.08	25.66	26.24	26.83
	O	32.37	33.24	34.11	35.00	35.87	36.74	37.62	38.49	39.36	40.25
6	B	22.75	23.40	24.05	24.70	25.35	26.00	26.65	27.30	27.95	28.60
	O	34.13	35.10	36.08	37.05	38.03	39.00	39.98	40.95	41.93	42.90
7	B	24.56	25.29	26.01	26.73	27.45	28.18	28.90	29.62	30.34	31.07
	O	36.84	37.94	39.02	40.10	41.18	42.27	43.35	44.43	45.26	45.26
8	B	25.60	26.40	27.20	28.00	28.80	29.60	30.40	31.20	32.00	32.80
	O	38.40	39.60	40.80	42.00	43.20	44.40	45.26	45.26	45.26	45.26
9	B	27.39	28.28	29.16	30.04	30.93	31.81	32.69	33.58	34.46	35.34
	O	41.09	42.42	43.74	45.06	45.26	45.26	45.26	45.26	45.26	45.26
10	B	30.17	31.14	32.11	33.09	34.06	35.03	36.01	36.98	37.95	38.93
	O	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26
11	B	32.07	33.14	34.21	35.28	36.35	37.42	38.49	39.56	40.63	41.70
	O	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26
12	B	38.44	39.73	41.01	42.29	43.57	44.85	46.13	47.42	48.70	49.98
	O	45.26	45.26	45.26	45.26	45.26	45.26	46.13	47.42	48.70	49.98
13	B	45.72	47.24	48.76	50.29	51.81	53.34	54.86	56.38	57.91	59.43
	O	45.72	47.24	48.76	50.29	51.81	53.34	54.86	56.38	57.91	59.43
14	B	54.02	55.82	57.62	59.42	61.23	63.03	64.83	66.63	68.43	70.23
	O	54.02	55.82	57.62	59.42	61.23	63.03	64.83	66.63	68.43	70.23
15	B	63.55	65.66	67.78	69.90	72.02	74.14	76.26	76.81	76.81	76.81
	O	63.55	65.66	67.78	69.90	72.02	74.14	76.26	76.81	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/>