

**SALARY TABLE 2016-NY**  
**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	13.93	14.39	14.86	15.32	15.79	16.25	16.72	17.18	17.64	18.11
	O	20.90	21.59	22.29	22.98	23.69	24.38	25.08	25.77	26.46	27.17
4	B	15.64	16.16	16.68	17.20	17.72	18.24	18.77	19.29	19.81	20.33
	O	23.46	24.24	25.02	25.80	26.58	27.36	28.16	28.94	29.72	30.50
5	B	17.50	18.08	18.66	19.25	19.83	20.41	21.00	21.58	22.16	22.74
	O	26.25	27.12	27.99	28.88	29.75	30.62	31.50	32.37	33.24	34.11
6	B	19.50	20.15	20.80	21.45	22.10	22.75	23.40	24.05	24.70	25.35
	O	29.25	30.23	31.20	32.18	33.15	34.13	35.10	36.08	37.05	38.03
7	B	21.67	22.40	23.12	23.84	24.56	25.29	26.01	26.73	27.45	28.18
	O	32.51	33.60	34.68	35.76	36.84	37.94	39.02	40.10	41.18	42.27
8	B	24.00	24.80	25.60	26.40	27.20	28.00	28.80	29.60	30.40	31.20
	O	36.00	37.20	38.40	39.60	40.80	42.00	43.20	43.79	43.79	43.79
9	B	26.51	27.39	28.28	29.16	30.04	30.93	31.81	32.69	33.58	34.46
	O	39.77	41.09	42.42	43.74	43.79	43.79	43.79	43.79	43.79	43.79
10	B	29.19	30.17	31.14	32.11	33.09	34.06	35.03	36.01	36.98	37.95
	O	43.79	43.79	43.79	43.79	43.79	43.79	43.79	43.79	43.79	43.79
11	B	32.07	33.14	34.21	35.28	36.35	37.42	38.49	39.56	40.63	41.70
	O	43.79	43.79	43.79	43.79	43.79	43.79	43.79	43.79	43.79	43.79
12	B	38.44	39.73	41.01	42.29	43.57	44.85	46.13	47.42	48.70	49.98
	O	43.79	43.79	43.79	43.79	43.79	44.85	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)).

Applicable locations are shown on the 2016 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>