

SALARY TABLE 2016-PHL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.22%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD

TOTAL INCREASE: 1.36%

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	\$ 10.74	\$ 11.10	\$ 11.46	\$ 11.81	\$ 12.17	\$ 12.38	\$ 12.73	\$ 13.09	\$ 13.10	\$ 13.43
	O	16.11	16.65	17.19	17.72	18.26	18.57	19.10	19.64	19.65	20.15
2	B	12.08	12.37	12.76	13.10	13.25	13.64	14.03	14.42	14.81	15.20
	O	18.12	18.56	19.14	19.65	19.88	20.46	21.05	21.63	22.22	22.80
3	B	15.81	16.25	16.69	17.13	17.57	18.01	18.45	18.89	19.33	19.77
	O	23.72	24.38	25.04	25.70	26.36	27.02	27.68	28.34	29.00	29.66
4	B	17.75	18.25	18.74	19.23	19.72	20.22	20.71	21.20	21.70	22.19
	O	26.63	27.38	28.11	28.85	29.58	30.33	31.07	31.80	32.55	33.29
5	B	20.41	20.96	21.52	22.07	22.62	23.17	23.72	24.27	24.83	25.38
	O	30.62	31.44	32.28	33.11	33.93	34.76	35.58	36.41	37.25	38.07
6	B	21.52	22.14	22.75	23.37	23.98	24.60	25.21	25.83	26.44	27.06
	O	32.28	33.21	34.13	35.06	35.97	36.90	37.82	38.75	39.66	40.59
7	B	23.24	23.92	24.60	25.29	25.97	26.65	27.34	28.02	28.70	29.39
	O	34.86	35.88	36.90	37.94	38.96	39.98	41.01	42.03	42.81	42.81
8	B	24.22	24.98	25.73	26.49	27.24	28.00	28.76	29.52	30.27	31.03
	O	36.33	37.47	38.60	39.74	40.86	42.00	42.81	42.81	42.81	42.81
9	B	25.91	26.75	27.59	28.42	29.26	30.09	30.93	31.76	32.60	33.44
	O	38.87	40.13	41.39	42.63	42.81	42.81	42.81	42.81	42.81	42.81
10	B	28.54	29.46	30.38	31.30	32.22	33.14	34.06	34.98	35.90	36.82
	O	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81
11	B	30.34	31.35	32.36	33.38	34.39	35.40	36.41	37.42	38.43	39.44
	O	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81
12	B	36.37	37.58	38.79	40.00	41.22	42.43	43.64	44.85	46.07	47.28
	O	42.81	42.81	42.81	42.81	42.81	42.81	43.64	44.85	46.07	47.28
13	B	43.25	44.69	46.13	47.57	49.01	50.46	51.90	53.34	54.78	56.22
	O	43.25	44.69	46.13	47.57	49.01	50.46	51.90	53.34	54.78	56.22
14	B	51.10	52.81	54.51	56.21	57.92	59.62	61.32	63.03	64.73	66.44
	O	51.10	52.81	54.51	56.21	57.92	59.62	61.32	63.03	64.73	66.44
15	B	60.11	62.12	64.12	66.12	68.13	70.13	72.14	74.14	76.14	76.81
	O	60.11	62.12	64.12	66.12	68.13	70.13	72.14	74.14	76.14	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/>