**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

*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.