

**SALARY TABLE 2016-PX (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.12%**  
**FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ**  
**TOTAL INCREASE: 1.31%**  
**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	\$ 10.29	\$ 10.64	\$ 10.98	\$ 11.32	\$ 11.66	\$ 11.86	\$ 12.20	\$ 12.54	\$ 12.56	\$ 12.87
	O	15.44	15.96	16.47	16.98	17.49	17.79	18.30	18.81	18.84	19.31
2	B	11.57	11.85	12.23	12.56	12.70	13.07	13.45	13.82	14.19	14.57
	O	17.36	17.78	18.35	18.84	19.05	19.61	20.18	20.73	21.29	21.86
3	B	15.15	15.57	16.00	16.42	16.84	17.26	17.68	18.10	18.52	18.94
	O	22.73	23.36	24.00	24.63	25.26	25.89	26.52	27.15	27.78	28.41
4	B	17.01	17.48	17.96	18.43	18.90	19.37	19.85	20.32	20.79	21.26
	O	25.52	26.22	26.94	27.65	28.35	29.06	29.78	30.48	31.19	31.89
5	B	19.56	20.09	20.62	21.15	21.68	22.20	22.73	23.26	23.79	24.32
	O	29.34	30.14	30.93	31.73	32.52	33.30	34.10	34.89	35.69	36.48
6	B	20.63	21.22	21.80	22.39	22.98	23.57	24.16	24.75	25.34	25.93
	O	30.95	31.83	32.70	33.59	34.47	35.36	36.24	37.13	38.01	38.90
7	B	22.27	22.92	23.58	24.23	24.89	25.54	26.20	26.85	27.51	28.16
	O	33.41	34.38	35.37	36.35	37.34	38.31	39.30	40.28	41.03	41.03
8	B	23.21	23.93	24.66	25.38	26.11	26.83	27.56	28.28	29.01	29.73
	O	34.82	35.90	36.99	38.07	39.17	40.25	41.03	41.03	41.03	41.03
9	B	24.83	25.63	26.43	27.24	28.04	28.84	29.64	30.44	31.24	32.04
	O	37.25	38.45	39.65	40.86	41.03	41.03	41.03	41.03	41.03	41.03
10	B	27.35	28.23	29.11	29.99	30.88	31.76	32.64	33.52	34.40	35.29
	O	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03
11	B	29.08	30.05	31.01	31.98	32.95	33.92	34.89	35.86	36.83	37.80
	O	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03
12	B	34.85	36.01	37.17	38.34	39.50	40.66	41.82	42.98	44.14	45.31
	O	41.03	41.03	41.03	41.03	41.03	41.03	41.82	42.98	44.14	45.31
13	B	41.44	42.82	44.20	45.59	46.97	48.35	49.73	51.11	52.49	53.88
	O	41.44	42.82	44.20	45.59	46.97	48.35	49.73	51.11	52.49	53.88
14	B	48.97	50.60	52.24	53.87	55.50	57.13	58.77	60.40	62.03	63.66
	O	48.97	50.60	52.24	53.87	55.50	57.13	58.77	60.40	62.03	63.66
15	B	57.60	59.52	61.44	63.37	65.29	67.21	69.13	71.05	72.97	74.89
	O	57.60	59.52	61.44	63.37	65.29	67.21	69.13	71.05	72.97	74.89

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/>