

**SALARY TABLE 2016-RA (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.94%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC**

**TOTAL INCREASE: 1.26%**

**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	\$ 10.37	\$ 10.71	\$ 11.06	\$ 11.40	\$ 11.74	\$ 11.95	\$ 12.29	\$ 12.63	\$ 12.64	\$ 12.96
	O	15.56	16.07	16.59	17.10	17.61	17.93	18.44	18.95	18.96	19.44
2	B	11.65	11.93	12.32	12.64	12.79	13.16	13.54	13.92	14.29	14.67
	O	17.48	17.90	18.48	18.96	19.19	19.74	20.31	20.88	21.44	22.01
3	B	15.26	15.68	16.11	16.53	16.95	17.38	17.80	18.23	18.65	19.07
	O	22.89	23.52	24.17	24.80	25.43	26.07	26.70	27.35	27.98	28.61
4	B	17.13	17.61	18.08	18.56	19.03	19.51	19.99	20.46	20.94	21.41
	O	25.70	26.42	27.12	27.84	28.55	29.27	29.99	30.69	31.41	32.12
5	B	19.70	20.23	20.76	21.29	21.83	22.36	22.89	23.42	23.96	24.49
	O	29.55	30.35	31.14	31.94	32.75	33.54	34.34	35.13	35.94	36.74
6	B	20.77	21.36	21.96	22.55	23.14	23.74	24.33	24.92	25.52	26.11
	O	31.16	32.04	32.94	33.83	34.71	35.61	36.50	37.38	38.28	39.17
7	B	22.42	23.08	23.74	24.40	25.06	25.72	26.38	27.04	27.70	28.36
	O	33.63	34.62	35.61	36.60	37.59	38.58	39.57	40.56	41.31	41.31
8	B	23.37	24.10	24.83	25.56	26.29	27.02	27.75	28.48	29.21	29.94
	O	35.06	36.15	37.25	38.34	39.44	40.53	41.31	41.31	41.31	41.31
9	B	25.01	25.81	26.62	27.43	28.23	29.04	29.84	30.65	31.46	32.26
	O	37.52	38.72	39.93	41.15	41.31	41.31	41.31	41.31	41.31	41.31
10	B	27.54	28.43	29.31	30.20	31.09	31.98	32.87	33.76	34.64	35.53
	O	41.31	41.31	41.31	41.31	41.31	41.31	41.31	41.31	41.31	41.31
11	B	29.28	30.26	31.23	32.21	33.18	34.16	35.14	36.11	37.09	38.06
	O	41.31	41.31	41.31	41.31	41.31	41.31	41.31	41.31	41.31	41.31
12	B	35.09	36.26	37.43	38.60	39.77	40.94	42.11	43.28	44.45	45.62
	O	41.31	41.31	41.31	41.31	41.31	41.31	42.11	43.28	44.45	45.62
13	B	41.73	43.12	44.51	45.91	47.30	48.69	50.08	51.47	52.86	54.25
	O	41.73	43.12	44.51	45.91	47.30	48.69	50.08	51.47	52.86	54.25
14	B	49.31	50.96	52.60	54.25	55.89	57.53	59.18	60.82	62.47	64.11
	O	49.31	50.96	52.60	54.25	55.89	57.53	59.18	60.82	62.47	64.11
15	B	58.01	59.94	61.87	63.81	65.74	67.68	69.61	71.54	73.48	75.41
	O	58.01	59.94	61.87	63.81	65.74	67.68	69.61	71.54	73.48	75.41

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/>