

**SALARY TABLE 2016-RCH (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.76%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**TOTAL INCREASE: 1.25%**  
**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	\$ 10.26	\$ 10.61	\$ 10.95	\$ 11.29	\$ 11.63	\$ 11.83	\$ 12.16	\$ 12.50	\$ 12.52	\$ 12.83
	O	15.39	15.92	16.43	16.94	17.45	17.75	18.24	18.75	18.78	19.25
2	B	11.54	11.81	12.19	12.52	12.66	13.03	13.41	13.78	14.15	14.52
	O	17.31	17.72	18.29	18.78	18.99	19.55	20.12	20.67	21.23	21.78
3	B	15.11	15.53	15.95	16.37	16.78	17.20	17.62	18.04	18.46	18.88
	O	22.67	23.30	23.93	24.56	25.17	25.80	26.43	27.06	27.69	28.32
4	B	16.96	17.43	17.90	18.37	18.84	19.31	19.79	20.26	20.73	21.20
	O	25.44	26.15	26.85	27.56	28.26	28.97	29.69	30.39	31.10	31.80
5	B	19.50	20.03	20.55	21.08	21.61	22.14	22.66	23.19	23.72	24.24
	O	29.25	30.05	30.83	31.62	32.42	33.21	33.99	34.79	35.58	36.36
6	B	20.56	21.15	21.74	22.32	22.91	23.50	24.09	24.67	25.26	25.85
	O	30.84	31.73	32.61	33.48	34.37	35.25	36.14	37.01	37.89	38.78
7	B	22.20	22.85	23.50	24.16	24.81	25.46	26.11	26.77	27.42	28.07
	O	33.30	34.28	35.25	36.24	37.22	38.19	39.17	40.16	40.89	40.89
8	B	23.14	23.86	24.58	25.31	26.03	26.75	27.47	28.20	28.92	29.64
	O	34.71	35.79	36.87	37.97	39.05	40.13	40.89	40.89	40.89	40.89
9	B	24.76	25.55	26.35	27.15	27.95	28.75	29.55	30.34	31.14	31.94
	O	37.14	38.33	39.53	40.73	40.89	40.89	40.89	40.89	40.89	40.89
10	B	27.26	28.14	29.02	29.90	30.78	31.66	32.54	33.42	34.30	35.18
	O	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89
11	B	28.99	29.95	30.92	31.89	32.85	33.82	34.78	35.75	36.72	37.68
	O	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89
12	B	34.74	35.90	37.06	38.22	39.38	40.53	41.69	42.85	44.01	45.17
	O	40.89	40.89	40.89	40.89	40.89	40.89	41.69	42.85	44.01	45.17
13	B	41.31	42.69	44.07	45.45	46.82	48.20	49.58	50.96	52.33	53.71
	O	41.31	42.69	44.07	45.45	46.82	48.20	49.58	50.96	52.33	53.71
14	B	48.82	50.45	52.08	53.70	55.33	56.96	58.59	60.21	61.84	63.47
	O	48.82	50.45	52.08	53.70	55.33	56.96	58.59	60.21	61.84	63.47
15	B	57.43	59.34	61.26	63.17	65.08	67.00	68.91	70.83	72.74	74.66
	O	57.43	59.34	61.26	63.17	65.08	67.00	68.91	70.83	72.74	74.66

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/>