

**SALARY TABLE 2016-SL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.49%**  
**FOR THE LOCALITY PAY AREA OF ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL**  
**TOTAL INCREASE: 1.29%**  
**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   | \$ 10.06 | \$ 10.40 | \$ 10.73 | \$ 11.07 | \$ 11.40 | \$ 11.60 | \$ 11.93 | \$ 12.26 | \$ 12.27 | \$ 12.59 |
|       | O   | 15.09    | 15.60    | 16.10    | 16.61    | 17.10    | 17.40    | 17.90    | 18.39    | 18.41    | 18.89    |
| 2     | B   | 11.31    | 11.58    | 11.96    | 12.27    | 12.41    | 12.78    | 13.14    | 13.51    | 13.88    | 14.24    |
|       | O   | 16.97    | 17.37    | 17.94    | 18.41    | 18.62    | 19.17    | 19.71    | 20.27    | 20.82    | 21.36    |
| 3     | B   | 14.81    | 15.22    | 15.64    | 16.05    | 16.46    | 16.87    | 17.28    | 17.69    | 18.10    | 18.52    |
|       | O   | 22.22    | 22.83    | 23.46    | 24.08    | 24.69    | 25.31    | 25.92    | 26.54    | 27.15    | 27.78    |
| 4     | B   | 16.63    | 17.09    | 17.55    | 18.01    | 18.48    | 18.94    | 19.40    | 19.86    | 20.32    | 20.79    |
|       | O   | 24.95    | 25.64    | 26.33    | 27.02    | 27.72    | 28.41    | 29.10    | 29.79    | 30.48    | 31.19    |
| 5     | B   | 19.12    | 19.64    | 20.16    | 20.67    | 21.19    | 21.71    | 22.22    | 22.74    | 23.26    | 23.77    |
|       | O   | 28.68    | 29.46    | 30.24    | 31.01    | 31.79    | 32.57    | 33.33    | 34.11    | 34.89    | 35.66    |
| 6     | B   | 20.16    | 20.74    | 21.31    | 21.89    | 22.47    | 23.04    | 23.62    | 24.20    | 24.77    | 25.35    |
|       | O   | 30.24    | 31.11    | 31.97    | 32.84    | 33.71    | 34.56    | 35.43    | 36.30    | 37.16    | 38.03    |
| 7     | B   | 21.77    | 22.41    | 23.05    | 23.69    | 24.33    | 24.97    | 25.61    | 26.25    | 26.89    | 27.53    |
|       | O   | 32.66    | 33.62    | 34.58    | 35.54    | 36.50    | 37.46    | 38.42    | 39.38    | 40.10    | 40.10    |
| 8     | B   | 22.69    | 23.40    | 24.10    | 24.81    | 25.52    | 26.23    | 26.94    | 27.65    | 28.36    | 29.07    |
|       | O   | 34.04    | 35.10    | 36.15    | 37.22    | 38.28    | 39.35    | 40.10    | 40.10    | 40.10    | 40.10    |
| 9     | B   | 24.28    | 25.06    | 25.84    | 26.62    | 27.41    | 28.19    | 28.97    | 29.75    | 30.54    | 31.32    |
|       | O   | 36.42    | 37.59    | 38.76    | 39.93    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    |
| 10    | B   | 26.73    | 27.60    | 28.46    | 29.32    | 30.18    | 31.04    | 31.91    | 32.77    | 33.63    | 34.49    |
|       | O   | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    |
| 11    | B   | 28.42    | 29.37    | 30.32    | 31.26    | 32.21    | 33.16    | 34.11    | 35.05    | 36.00    | 36.95    |
|       | O   | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    |
| 12    | B   | 34.07    | 35.20    | 36.34    | 37.47    | 38.61    | 39.75    | 40.88    | 42.02    | 43.15    | 44.29    |
|       | O   | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.88    | 42.02    | 43.15    | 44.29    |
| 13    | B   | 40.51    | 41.86    | 43.21    | 44.56    | 45.91    | 47.26    | 48.61    | 49.97    | 51.32    | 52.67    |
|       | O   | 40.51    | 41.86    | 43.21    | 44.56    | 45.91    | 47.26    | 48.61    | 49.97    | 51.32    | 52.67    |
| 14    | B   | 47.87    | 49.47    | 51.06    | 52.66    | 54.25    | 55.85    | 57.45    | 59.04    | 60.64    | 62.23    |
|       | O   | 47.87    | 49.47    | 51.06    | 52.66    | 54.25    | 55.85    | 57.45    | 59.04    | 60.64    | 62.23    |
| 15    | B   | 56.31    | 58.19    | 60.06    | 61.94    | 63.82    | 65.70    | 67.57    | 69.45    | 71.33    | 73.21    |
|       | O   | 56.31    | 58.19    | 60.06    | 61.94    | 63.82    | 65.70    | 67.57    | 69.45    | 71.33    | 73.21    |

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/>