

SALARY TABLE 2016-AL (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 ALBANY-SCHENECTADY, NY
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/>

SALARY TABLE 2016-AQ (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.37%
FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM
TOTAL INCREASE: 1.19%
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	\$ 10.05	\$ 10.39	\$ 10.72	\$ 11.06	\$ 11.39	\$ 11.59	\$ 11.92	\$ 12.25	\$ 12.26	\$ 12.57
	O	15.08	15.59	16.08	16.59	17.09	17.39	17.88	18.38	18.39	18.86
2	B	11.30	11.57	11.94	12.26	12.40	12.77	13.13	13.50	13.86	14.23
	O	16.95	17.36	17.91	18.39	18.60	19.16	19.70	20.25	20.79	21.35
3	B	14.80	15.21	15.62	16.03	16.44	16.85	17.26	17.67	18.09	18.50
	O	22.20	22.82	23.43	24.05	24.66	25.28	25.89	26.51	27.14	27.75
4	B	16.61	17.07	17.53	18.00	18.46	18.92	19.38	19.84	20.30	20.76
	O	24.92	25.61	26.30	27.00	27.69	28.38	29.07	29.76	30.45	31.14
5	B	19.10	19.62	20.13	20.65	21.17	21.68	22.20	22.71	23.23	23.75
	O	28.65	29.43	30.20	30.98	31.76	32.52	33.30	34.07	34.85	35.63
6	B	20.14	20.72	21.29	21.87	22.44	23.02	23.59	24.17	24.75	25.32
	O	30.21	31.08	31.94	32.81	33.66	34.53	35.39	36.26	37.13	37.98
7	B	21.74	22.38	23.02	23.66	24.30	24.94	25.58	26.22	26.86	27.50
	O	32.61	33.57	34.53	35.49	36.45	37.41	38.37	39.33	40.05	40.05
8	B	22.66	23.37	24.08	24.79	25.49	26.20	26.91	27.62	28.33	29.04
	O	33.99	35.06	36.12	37.19	38.24	39.30	40.05	40.05	40.05	40.05
9	B	24.25	25.03	25.81	26.60	27.38	28.16	28.94	29.72	30.51	31.29
	O	36.38	37.55	38.72	39.90	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.57	28.43	29.29	30.15	31.01	31.87	32.74	33.60	34.46
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	28.39	29.34	30.29	31.23	32.18	33.13	34.07	35.02	35.96	36.91
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	34.03	35.17	36.30	37.44	38.57	39.70	40.84	41.97	43.11	44.24
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.84	41.97	43.11	44.24
13	B	40.47	41.82	43.17	44.52	45.87	47.21	48.56	49.91	51.26	52.61
	O	40.47	41.82	43.17	44.52	45.87	47.21	48.56	49.91	51.26	52.61
14	B	47.82	49.42	51.01	52.60	54.20	55.79	57.39	58.98	60.57	62.17
	O	47.82	49.42	51.01	52.60	54.20	55.79	57.39	58.98	60.57	62.17
15	B	56.25	58.13	60.00	61.88	63.75	65.63	67.50	69.38	71.25	73.13
	O	56.25	58.13	60.00	61.88	63.75	65.63	67.50	69.38	71.25	73.13

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/>

SALARY TABLE 2016-ATL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.58%
FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL

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	\$ 10.51	\$ 10.86	\$ 11.21	\$ 11.56	\$ 11.91	\$ 12.11	\$ 12.46	\$ 12.81	\$ 12.82	\$ 13.14
	O	15.77	16.29	16.82	17.34	17.87	18.17	18.69	19.22	19.23	19.71
2	B	11.82	12.10	12.49	12.82	12.97	13.35	13.73	14.11	14.49	14.87
	O	17.73	18.15	18.74	19.23	19.46	20.03	20.60	21.17	21.74	22.31
3	B	15.47	15.90	16.33	16.76	17.19	17.62	18.05	18.48	18.91	19.34
	O	23.21	23.85	24.50	25.14	25.79	26.43	27.08	27.72	28.37	29.01
4	B	17.37	17.85	18.33	18.82	19.30	19.78	20.26	20.75	21.23	21.71
	O	26.06	26.78	27.50	28.23	28.95	29.67	30.39	31.13	31.85	32.57
5	B	19.97	20.51	21.05	21.59	22.13	22.67	23.21	23.75	24.29	24.83
	O	29.96	30.77	31.58	32.39	33.20	34.01	34.82	35.63	36.44	37.25
6	B	21.06	21.66	22.26	22.86	23.47	24.07	24.67	25.27	25.87	26.47
	O	31.59	32.49	33.39	34.29	35.21	36.11	37.01	37.91	38.81	39.71
7	B	22.73	23.40	24.07	24.74	25.41	26.08	26.75	27.41	28.08	28.75
	O	34.10	35.10	36.11	37.11	38.12	39.12	40.13	41.12	41.88	41.88
8	B	23.70	24.44	25.18	25.92	26.66	27.40	28.14	28.88	29.62	30.36
	O	35.55	36.66	37.77	38.88	39.99	41.10	41.88	41.88	41.88	41.88
9	B	25.35	26.17	26.99	27.81	28.62	29.44	30.26	31.08	31.90	32.71
	O	38.03	39.26	40.49	41.72	41.88	41.88	41.88	41.88	41.88	41.88
10	B	27.92	28.82	29.72	30.62	31.52	32.42	33.33	34.23	35.13	36.03
	O	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88
11	B	29.69	30.68	31.67	32.66	33.64	34.63	35.62	36.61	37.60	38.59
	O	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88
12	B	35.58	36.77	37.95	39.14	40.33	41.51	42.70	43.89	45.07	46.26
	O	41.88	41.88	41.88	41.88	41.88	41.88	42.70	43.89	45.07	46.26
13	B	42.31	43.72	45.13	46.54	47.95	49.37	50.78	52.19	53.60	55.01
	O	42.31	43.72	45.13	46.54	47.95	49.37	50.78	52.19	53.60	55.01
14	B	50.00	51.67	53.33	55.00	56.67	58.33	60.00	61.67	63.33	65.00
	O	50.00	51.67	53.33	55.00	56.67	58.33	60.00	61.67	63.33	65.00
15	B	58.81	60.77	62.74	64.70	66.66	68.62	70.58	72.54	74.50	76.46
	O	58.81	60.77	62.74	64.70	66.66	68.62	70.58	72.54	74.50	76.46

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/>

SALARY TABLE 2016-AU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.51%
FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX
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	\$ 10.06	\$ 10.40	\$ 10.74	\$ 11.07	\$ 11.40	\$ 11.60	\$ 11.93	\$ 12.26	\$ 12.28	\$ 12.59
	O	15.09	15.60	16.11	16.61	17.10	17.40	17.90	18.39	18.42	18.89
2	B	11.32	11.59	11.96	12.28	12.42	12.78	13.15	13.51	13.88	14.24
	O	16.98	17.39	17.94	18.42	18.63	19.17	19.73	20.27	20.82	21.36
3	B	14.82	15.23	15.64	16.05	16.46	16.87	17.28	17.70	18.11	18.52
	O	22.23	22.85	23.46	24.08	24.69	25.31	25.92	26.55	27.17	27.78
4	B	16.63	17.09	17.56	18.02	18.48	18.94	19.40	19.87	20.33	20.79
	O	24.95	25.64	26.34	27.03	27.72	28.41	29.10	29.81	30.50	31.19
5	B	19.13	19.64	20.16	20.68	21.19	21.71	22.23	22.74	23.26	23.78
	O	28.70	29.46	30.24	31.02	31.79	32.57	33.35	34.11	34.89	35.67
6	B	20.17	20.74	21.32	21.89	22.47	23.05	23.62	24.20	24.78	25.35
	O	30.26	31.11	31.98	32.84	33.71	34.58	35.43	36.30	37.17	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	40.11	40.11
8	B	22.69	23.40	24.11	24.82	25.53	26.24	26.94	27.65	28.36	29.07
	O	34.04	35.10	36.17	37.23	38.30	39.36	40.11	40.11	40.11	40.11
9	B	24.28	25.06	25.85	26.63	27.41	28.19	28.98	29.76	30.54	31.33
	O	36.42	37.59	38.78	39.95	40.11	40.11	40.11	40.11	40.11	40.11
10	B	26.74	27.60	28.46	29.32	30.19	31.05	31.91	32.77	33.64	34.50
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11
11	B	28.43	29.38	30.32	31.27	32.22	33.17	34.11	35.06	36.01	36.96
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11
12	B	34.07	35.21	36.35	37.48	38.62	39.75	40.89	42.02	43.16	44.30
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.89	42.02	43.16	44.30
13	B	40.52	41.87	43.22	44.57	45.92	47.27	48.62	49.97	51.32	52.68
	O	40.52	41.87	43.22	44.57	45.92	47.27	48.62	49.97	51.32	52.68
14	B	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.24
	O	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.24
15	B	56.32	58.20	60.08	61.95	63.83	65.71	67.59	69.46	71.34	73.22
	O	56.32	58.20	60.08	61.95	63.83	65.71	67.59	69.46	71.34	73.22

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/>

SALARY TABLE 2016-BOS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.19%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-CT-ME
TOTAL INCREASE: 1.32%
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	\$ 11.00	\$ 11.37	\$ 11.74	\$ 12.10	\$ 12.47	\$ 12.68	\$ 13.04	\$ 13.41	\$ 13.42	\$ 13.76
	O	16.50	17.06	17.61	18.15	18.71	19.02	19.56	20.12	20.13	20.64
2	B	12.37	12.67	13.08	13.42	13.57	13.97	14.37	14.77	15.17	15.57
	O	18.56	19.01	19.62	20.13	20.36	20.96	21.56	22.16	22.76	23.36
3	B	16.20	16.65	17.10	17.55	18.00	18.45	18.90	19.35	19.80	20.25
	O	24.30	24.98	25.65	26.33	27.00	27.68	28.35	29.03	29.70	30.38
4	B	18.18	18.69	19.19	19.70	20.20	20.71	21.21	21.72	22.22	22.73
	O	27.27	28.04	28.79	29.55	30.30	31.07	31.82	32.58	33.33	34.10
5	B	20.91	21.47	22.04	22.60	23.17	23.73	24.30	24.86	25.43	25.99
	O	31.37	32.21	33.06	33.90	34.76	35.60	36.45	37.29	38.15	38.99
6	B	22.05	22.68	23.31	23.94	24.57	25.20	25.83	26.46	27.09	27.72
	O	33.08	34.02	34.97	35.91	36.86	37.80	38.75	39.69	40.64	41.58
7	B	23.80	24.50	25.20	25.90	26.60	27.30	28.00	28.70	29.40	30.10
	O	35.70	36.75	37.80	38.85	39.90	40.95	42.00	43.05	43.85	43.85
8	B	24.81	25.58	26.36	27.13	27.91	28.68	29.46	30.23	31.01	31.78
	O	37.22	38.37	39.54	40.70	41.87	43.02	43.85	43.85	43.85	43.85
9	B	26.54	27.40	28.26	29.11	29.97	30.82	31.68	32.54	33.39	34.25
	O	39.81	41.10	42.39	43.67	43.85	43.85	43.85	43.85	43.85	43.85
10	B	29.23	30.17	31.12	32.06	33.00	33.95	34.89	35.83	36.77	37.72
	O	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85
11	B	31.08	32.11	33.15	34.19	35.22	36.26	37.29	38.33	39.37	40.40
	O	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85	43.85
12	B	37.25	38.49	39.74	40.98	42.22	43.46	44.70	45.94	47.19	48.43
	O	43.85	43.85	43.85	43.85	43.85	43.85	44.70	45.94	47.19	48.43
13	B	44.30	45.77	47.25	48.73	50.20	51.68	53.16	54.63	56.11	57.59
	O	44.30	45.77	47.25	48.73	50.20	51.68	53.16	54.63	56.11	57.59
14	B	52.35	54.09	55.84	57.58	59.33	61.07	62.82	64.56	66.31	68.05
	O	52.35	54.09	55.84	57.58	59.33	61.07	62.82	64.56	66.31	68.05
15	B	61.57	63.63	65.68	67.73	69.78	71.84	73.89	75.94	76.81	76.81
	O	61.57	63.63	65.68	67.73	69.78	71.84	73.89	75.94	76.81	76.81

* 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.

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/>

SALARY TABLE 2016-BU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.31%
FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY
TOTAL INCREASE: 1.28%
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	\$ 10.31	\$ 10.66	\$ 11.00	\$ 11.34	\$ 11.68	\$ 11.88	\$ 12.22	\$ 12.56	\$ 12.58	\$ 12.90
	O	15.47	15.99	16.50	17.01	17.52	17.82	18.33	18.84	18.87	19.35
2	B	11.59	11.87	12.25	12.58	12.72	13.09	13.47	13.84	14.22	14.59
	O	17.39	17.81	18.38	18.87	19.08	19.64	20.21	20.76	21.33	21.89
3	B	15.18	15.60	16.02	16.44	16.86	17.29	17.71	18.13	18.55	18.97
	O	22.77	23.40	24.03	24.66	25.29	25.94	26.57	27.20	27.83	28.46
4	B	17.04	17.51	17.99	18.46	18.93	19.41	19.88	20.35	20.83	21.30
	O	25.56	26.27	26.99	27.69	28.40	29.12	29.82	30.53	31.25	31.95
5	B	19.59	20.12	20.65	21.18	21.71	22.24	22.77	23.30	23.83	24.36
	O	29.39	30.18	30.98	31.77	32.57	33.36	34.16	34.95	35.75	36.54
6	B	20.66	21.25	21.84	22.43	23.02	23.61	24.20	24.79	25.38	25.97
	O	30.99	31.88	32.76	33.65	34.53	35.42	36.30	37.19	38.07	38.96
7	B	22.30	22.96	23.61	24.27	24.93	25.58	26.24	26.89	27.55	28.21
	O	33.45	34.44	35.42	36.41	37.40	38.37	39.36	40.34	41.09	41.09
8	B	23.25	23.97	24.70	25.42	26.15	26.88	27.60	28.33	29.06	29.78
	O	34.88	35.96	37.05	38.13	39.23	40.32	41.09	41.09	41.09	41.09
9	B	24.87	25.68	26.48	27.28	28.08	28.88	29.69	30.49	31.29	32.09
	O	37.31	38.52	39.72	40.92	41.09	41.09	41.09	41.09	41.09	41.09
10	B	27.39	28.27	29.16	30.04	30.93	31.81	32.69	33.58	34.46	35.34
	O	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09
11	B	29.12	30.09	31.06	32.03	33.01	33.98	34.95	35.92	36.89	37.86
	O	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09
12	B	34.91	36.07	37.23	38.40	39.56	40.72	41.89	43.05	44.22	45.38
	O	41.09	41.09	41.09	41.09	41.09	41.09	41.89	43.05	44.22	45.38
13	B	41.51	42.89	44.28	45.66	47.04	48.43	49.81	51.20	52.58	53.96
	O	41.51	42.89	44.28	45.66	47.04	48.43	49.81	51.20	52.58	53.96
14	B	49.05	50.69	52.32	53.96	55.59	57.23	58.86	60.50	62.13	63.77
	O	49.05	50.69	52.32	53.96	55.59	57.23	58.86	60.50	62.13	63.77
15	B	57.70	59.62	61.54	63.47	65.39	67.31	69.24	71.16	73.09	75.01
	O	57.70	59.62	61.54	63.47	65.39	67.31	69.24	71.16	73.09	75.01

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/>

SALARY TABLE 2016-CT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.44%
FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC
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	\$ 10.06	\$ 10.39	\$ 10.73	\$ 11.06	\$ 11.40	\$ 11.59	\$ 11.92	\$ 12.26	\$ 12.27	\$ 12.58
	O	15.09	15.59	16.10	16.59	17.10	17.39	17.88	18.39	18.41	18.87
2	B	11.31	11.58	11.95	12.27	12.41	12.77	13.14	13.50	13.87	14.23
	O	16.97	17.37	17.93	18.41	18.62	19.16	19.71	20.25	20.81	21.35
3	B	14.81	15.22	15.63	16.04	16.45	16.86	17.27	17.69	18.10	18.51
	O	22.22	22.83	23.45	24.06	24.68	25.29	25.91	26.54	27.15	27.77
4	B	16.62	17.08	17.55	18.01	18.47	18.93	19.39	19.85	20.32	20.78
	O	24.93	25.62	26.33	27.02	27.71	28.40	29.09	29.78	30.48	31.17
5	B	19.11	19.63	20.15	20.66	21.18	21.70	22.21	22.73	23.25	23.76
	O	28.67	29.45	30.23	30.99	31.77	32.55	33.32	34.10	34.88	35.64
6	B	20.15	20.73	21.31	21.88	22.46	23.03	23.61	24.18	24.76	25.34
	O	30.23	31.10	31.97	32.82	33.69	34.55	35.42	36.27	37.14	38.01
7	B	21.76	22.40	23.04	23.68	24.32	24.96	25.60	26.24	26.88	27.52
	O	32.64	33.60	34.56	35.52	36.48	37.44	38.40	39.36	40.08	40.08
8	B	22.68	23.39	24.09	24.80	25.51	26.22	26.93	27.64	28.34	29.05
	O	34.02	35.09	36.14	37.20	38.27	39.33	40.08	40.08	40.08	40.08
9	B	24.26	25.05	25.83	26.61	27.39	28.18	28.96	29.74	30.52	31.31
	O	36.39	37.58	38.75	39.92	40.08	40.08	40.08	40.08	40.08	40.08
10	B	26.72	27.58	28.45	29.31	30.17	31.03	31.89	32.76	33.62	34.48
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08
11	B	28.41	29.36	30.30	31.25	32.20	33.15	34.09	35.04	35.99	36.93
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08
12	B	34.05	35.19	36.32	37.46	38.59	39.73	40.86	42.00	43.13	44.27
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.86	42.00	43.13	44.27
13	B	40.49	41.84	43.19	44.54	45.89	47.24	48.59	49.94	51.29	52.64
	O	40.49	41.84	43.19	44.54	45.89	47.24	48.59	49.94	51.29	52.64
14	B	47.85	49.45	51.04	52.64	54.23	55.83	57.42	59.02	60.61	62.21
	O	47.85	49.45	51.04	52.64	54.23	55.83	57.42	59.02	60.61	62.21
15	B	56.29	58.16	60.04	61.91	63.79	65.67	67.54	69.42	71.30	73.17
	O	56.29	58.16	60.04	61.91	63.79	65.67	67.54	69.42	71.30	73.17

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/>

SALARY TABLE 2016-CHI (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.44%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI
TOTAL INCREASE: 1.27%
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	\$ 11.02	\$ 11.39	\$ 11.76	\$ 12.13	\$ 12.49	\$ 12.71	\$ 13.07	\$ 13.43	\$ 13.45	\$ 13.79
	O	16.53	17.09	17.64	18.20	18.74	19.07	19.61	20.15	20.18	20.69
2	B	12.40	12.69	13.10	13.45	13.60	14.00	14.40	14.80	15.20	15.60
	O	18.60	19.04	19.65	20.18	20.40	21.00	21.60	22.20	22.80	23.40
3	B	16.23	16.68	17.13	17.58	18.03	18.48	18.93	19.39	19.84	20.29
	O	24.35	25.02	25.70	26.37	27.05	27.72	28.40	29.09	29.76	30.44
4	B	18.22	18.73	19.23	19.74	20.24	20.75	21.26	21.76	22.27	22.77
	O	27.33	28.10	28.85	29.61	30.36	31.13	31.89	32.64	33.41	34.16
5	B	20.95	21.52	22.08	22.65	23.22	23.78	24.35	24.91	25.48	26.05
	O	31.43	32.28	33.12	33.98	34.83	35.67	36.53	37.37	38.22	39.08
6	B	22.09	22.72	23.35	23.98	24.62	25.25	25.88	26.51	27.14	27.77
	O	33.14	34.08	35.03	35.97	36.93	37.88	38.82	39.77	40.71	41.66
7	B	23.85	24.55	25.25	25.95	26.65	27.36	28.06	28.76	29.46	30.16
	O	35.78	36.83	37.88	38.93	39.98	41.04	42.09	43.14	43.94	43.94
8	B	24.86	25.63	26.41	27.19	27.96	28.74	29.52	30.29	31.07	31.85
	O	37.29	38.45	39.62	40.79	41.94	43.11	43.94	43.94	43.94	43.94
9	B	26.60	27.45	28.31	29.17	30.03	30.89	31.74	32.60	33.46	34.32
	O	39.90	41.18	42.47	43.76	43.94	43.94	43.94	43.94	43.94	43.94
10	B	29.29	30.23	31.18	32.12	33.07	34.01	34.96	35.90	36.85	37.79
	O	43.94	43.94	43.94	43.94	43.94	43.94	43.94	43.94	43.94	43.94
11	B	31.14	32.18	33.22	34.26	35.29	36.33	37.37	38.41	39.45	40.48
	O	43.94	43.94	43.94	43.94	43.94	43.94	43.94	43.94	43.94	43.94
12	B	37.33	38.57	39.81	41.06	42.30	43.55	44.79	46.04	47.28	48.52
	O	43.94	43.94	43.94	43.94	43.94	43.94	44.79	46.04	47.28	48.52
13	B	44.39	45.87	47.34	48.82	50.30	51.78	53.26	54.74	56.22	57.70
	O	44.39	45.87	47.34	48.82	50.30	51.78	53.26	54.74	56.22	57.70
14	B	52.45	54.20	55.95	57.70	59.44	61.19	62.94	64.69	66.44	68.19
	O	52.45	54.20	55.95	57.70	59.44	61.19	62.94	64.69	66.44	68.19
15	B	61.70	63.75	65.81	67.87	69.92	71.98	74.04	76.09	76.81	76.81
	O	61.70	63.75	65.81	67.87	69.92	71.98	74.04	76.09	76.81	76.81

* 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.

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/>

SALARY TABLE 2016-CIN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.76%
FOR THE LOCALITY PAY AREA OF CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN
TOTAL INCREASE: 1.18%
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	\$ 10.44	\$ 10.79	\$ 11.13	\$ 11.48	\$ 11.83	\$ 12.03	\$ 12.37	\$ 12.72	\$ 12.73	\$ 13.05
	O	15.66	16.19	16.70	17.22	17.75	18.05	18.56	19.08	19.10	19.58
2	B	11.74	12.01	12.40	12.73	12.88	13.26	13.63	14.01	14.39	14.77
	O	17.61	18.02	18.60	19.10	19.32	19.89	20.45	21.02	21.59	22.16
3	B	15.37	15.79	16.22	16.65	17.07	17.50	17.93	18.35	18.78	19.21
	O	23.06	23.69	24.33	24.98	25.61	26.25	26.90	27.53	28.17	28.82
4	B	17.25	17.73	18.21	18.69	19.17	19.65	20.12	20.60	21.08	21.56
	O	25.88	26.60	27.32	28.04	28.76	29.48	30.18	30.90	31.62	32.34
5	B	19.83	20.37	20.91	21.44	21.98	22.52	23.05	23.59	24.12	24.66
	O	29.75	30.56	31.37	32.16	32.97	33.78	34.58	35.39	36.18	36.99
6	B	20.91	21.51	22.11	22.71	23.30	23.90	24.50	25.10	25.69	26.29
	O	31.37	32.27	33.17	34.07	34.95	35.85	36.75	37.65	38.54	39.44
7	B	22.58	23.24	23.91	24.57	25.23	25.90	26.56	27.23	27.89	28.55
	O	33.87	34.86	35.87	36.86	37.85	38.85	39.84	40.85	41.60	41.60
8	B	23.53	24.27	25.00	25.74	26.47	27.21	27.94	28.68	29.41	30.15
	O	35.30	36.41	37.50	38.61	39.71	40.82	41.60	41.60	41.60	41.60
9	B	25.18	25.99	26.80	27.62	28.43	29.24	30.05	30.86	31.68	32.49
	O	37.77	38.99	40.20	41.43	41.60	41.60	41.60	41.60	41.60	41.60
10	B	27.73	28.62	29.52	30.41	31.31	32.20	33.10	33.99	34.89	35.78
	O	41.60	41.60	41.60	41.60	41.60	41.60	41.60	41.60	41.60	41.60
11	B	29.48	30.47	31.45	32.43	33.41	34.40	35.38	36.36	37.34	38.33
	O	41.60	41.60	41.60	41.60	41.60	41.60	41.60	41.60	41.60	41.60
12	B	35.34	36.52	37.69	38.87	40.05	41.23	42.41	43.58	44.76	45.94
	O	41.60	41.60	41.60	41.60	41.60	41.60	42.41	43.58	44.76	45.94
13	B	42.02	43.42	44.82	46.22	47.63	49.03	50.43	51.83	53.23	54.63
	O	42.02	43.42	44.82	46.22	47.63	49.03	50.43	51.83	53.23	54.63
14	B	49.66	51.31	52.97	54.62	56.28	57.93	59.59	61.24	62.90	64.55
	O	49.66	51.31	52.97	54.62	56.28	57.93	59.59	61.24	62.90	64.55
15	B	58.41	60.36	62.30	64.25	66.20	68.15	70.09	72.04	73.99	75.94
	O	58.41	60.36	62.30	64.25	66.20	68.15	70.09	72.04	73.99	75.94

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/>

SALARY TABLE 2016-CLE (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.87%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH
TOTAL INCREASE: 1.16%
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	\$ 10.45	\$ 10.80	\$ 11.14	\$ 11.49	\$ 11.84	\$ 12.04	\$ 12.38	\$ 12.73	\$ 12.74	\$ 13.07
	O	15.68	16.20	16.71	17.24	17.76	18.06	18.57	19.10	19.11	19.61
2	B	11.75	12.03	12.41	12.74	12.89	13.27	13.65	14.03	14.41	14.79
	O	17.63	18.05	18.62	19.11	19.34	19.91	20.48	21.05	21.62	22.19
3	B	15.38	15.81	16.23	16.66	17.09	17.52	17.94	18.37	18.80	19.22
	O	23.07	23.72	24.35	24.99	25.64	26.28	26.91	27.56	28.20	28.83
4	B	17.27	17.75	18.22	18.70	19.18	19.66	20.14	20.62	21.10	21.58
	O	25.91	26.63	27.33	28.05	28.77	29.49	30.21	30.93	31.65	32.37
5	B	19.85	20.39	20.93	21.46	22.00	22.54	23.07	23.61	24.15	24.68
	O	29.78	30.59	31.40	32.19	33.00	33.81	34.61	35.42	36.23	37.02
6	B	20.93	21.53	22.13	22.73	23.33	23.92	24.52	25.12	25.72	26.32
	O	31.40	32.30	33.20	34.10	35.00	35.88	36.78	37.68	38.58	39.48
7	B	22.60	23.26	23.93	24.59	25.26	25.92	26.59	27.25	27.92	28.58
	O	33.90	34.89	35.90	36.89	37.89	38.88	39.89	40.88	41.64	41.64
8	B	23.55	24.29	25.03	25.76	26.50	27.23	27.97	28.71	29.44	30.18
	O	35.33	36.44	37.55	38.64	39.75	40.85	41.64	41.64	41.64	41.64
9	B	25.20	26.02	26.83	27.64	28.45	29.27	30.08	30.89	31.71	32.52
	O	37.80	39.03	40.25	41.46	41.64	41.64	41.64	41.64	41.64	41.64
10	B	27.76	28.65	29.55	30.44	31.34	32.23	33.13	34.02	34.92	35.81
	O	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64
11	B	29.51	30.49	31.48	32.46	33.44	34.43	35.41	36.40	37.38	38.36
	O	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64
12	B	35.37	36.55	37.73	38.91	40.09	41.27	42.45	43.62	44.80	45.98
	O	41.64	41.64	41.64	41.64	41.64	41.64	42.45	43.62	44.80	45.98
13	B	42.06	43.46	44.87	46.27	47.67	49.07	50.47	51.88	53.28	54.68
	O	42.06	43.46	44.87	46.27	47.67	49.07	50.47	51.88	53.28	54.68
14	B	49.70	51.36	53.02	54.67	56.33	57.99	59.64	61.30	62.96	64.61
	O	49.70	51.36	53.02	54.67	56.33	57.99	59.64	61.30	62.96	64.61
15	B	58.46	60.41	62.36	64.31	66.26	68.21	70.16	72.11	74.06	76.01
	O	58.46	60.41	62.36	64.31	66.26	68.21	70.16	72.11	74.06	76.01

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/>

SALARY TABLE 2016-CS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.52%
FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO
TOTAL INCREASE: 1.32%
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	\$ 10.07	\$ 10.40	\$ 10.74	\$ 11.07	\$ 11.40	\$ 11.60	\$ 11.93	\$ 12.26	\$ 12.28	\$ 12.59
	O	15.11	15.60	16.11	16.61	17.10	17.40	17.90	18.39	18.42	18.89
2	B	11.32	11.59	11.96	12.28	12.42	12.78	13.15	13.51	13.88	14.24
	O	16.98	17.39	17.94	18.42	18.63	19.17	19.73	20.27	20.82	21.36
3	B	14.82	15.23	15.64	16.05	16.46	16.87	17.29	17.70	18.11	18.52
	O	22.23	22.85	23.46	24.08	24.69	25.31	25.94	26.55	27.17	27.78
4	B	16.63	17.10	17.56	18.02	18.48	18.94	19.41	19.87	20.33	20.79
	O	24.95	25.65	26.34	27.03	27.72	28.41	29.12	29.81	30.50	31.19
5	B	19.13	19.64	20.16	20.68	21.19	21.71	22.23	22.75	23.26	23.78
	O	28.70	29.46	30.24	31.02	31.79	32.57	33.35	34.13	34.89	35.67
6	B	20.17	20.74	21.32	21.90	22.47	23.05	23.62	24.20	24.78	25.35
	O	30.26	31.11	31.98	32.85	33.71	34.58	35.43	36.30	37.17	38.03
7	B	21.77	22.41	23.05	23.69	24.33	24.97	25.61	26.25	26.90	27.54
	O	32.66	33.62	34.58	35.54	36.50	37.46	38.42	39.38	40.11	40.11
8	B	22.69	23.40	24.11	24.82	25.53	26.24	26.95	27.66	28.36	29.07
	O	34.04	35.10	36.17	37.23	38.30	39.36	40.11	40.11	40.11	40.11
9	B	24.28	25.06	25.85	26.63	27.41	28.20	28.98	29.76	30.55	31.33
	O	36.42	37.59	38.78	39.95	40.11	40.11	40.11	40.11	40.11	40.11
10	B	26.74	27.60	28.46	29.33	30.19	31.05	31.92	32.78	33.64	34.50
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11
11	B	28.43	29.38	30.33	31.27	32.22	33.17	34.12	35.06	36.01	36.96
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11
12	B	34.08	35.21	36.35	37.48	38.62	39.76	40.89	42.03	43.16	44.30
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.89	42.03	43.16	44.30
13	B	40.52	41.87	43.22	44.57	45.93	47.28	48.63	49.98	51.33	52.68
	O	40.52	41.87	43.22	44.57	45.93	47.28	48.63	49.98	51.33	52.68
14	B	47.88	49.48	51.08	52.67	54.27	55.87	57.46	59.06	60.65	62.25
	O	47.88	49.48	51.08	52.67	54.27	55.87	57.46	59.06	60.65	62.25
15	B	56.32	58.20	60.08	61.96	63.84	65.71	67.59	69.47	71.35	73.22
	O	56.32	58.20	60.08	61.96	63.84	65.71	67.59	69.47	71.35	73.22

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/>

SALARY TABLE 2016-COL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.41%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH
TOTAL INCREASE: 1.22%
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	\$ 10.32	\$ 10.66	\$ 11.01	\$ 11.35	\$ 11.69	\$ 11.89	\$ 12.23	\$ 12.57	\$ 12.59	\$ 12.91
	O	15.48	15.99	16.52	17.03	17.54	17.84	18.35	18.86	18.89	19.37
2	B	11.60	11.88	12.26	12.59	12.73	13.11	13.48	13.85	14.23	14.60
	O	17.40	17.82	18.39	18.89	19.10	19.67	20.22	20.78	21.35	21.90
3	B	15.19	15.61	16.03	16.46	16.88	17.30	17.72	18.14	18.57	18.99
	O	22.79	23.42	24.05	24.69	25.32	25.95	26.58	27.21	27.86	28.49
4	B	17.05	17.53	18.00	18.47	18.95	19.42	19.90	20.37	20.84	21.32
	O	25.58	26.30	27.00	27.71	28.43	29.13	29.85	30.56	31.26	31.98
5	B	19.61	20.14	20.67	21.20	21.73	22.26	22.79	23.32	23.85	24.38
	O	29.42	30.21	31.01	31.80	32.60	33.39	34.19	34.98	35.78	36.57
6	B	20.68	21.27	21.86	22.45	23.04	23.63	24.22	24.81	25.40	25.99
	O	31.02	31.91	32.79	33.68	34.56	35.45	36.33	37.22	38.10	38.99
7	B	22.32	22.98	23.63	24.29	24.95	25.60	26.26	26.92	27.57	28.23
	O	33.48	34.47	35.45	36.44	37.43	38.40	39.39	40.38	41.12	41.12
8	B	23.27	23.99	24.72	25.45	26.17	26.90	27.63	28.35	29.08	29.81
	O	34.91	35.99	37.08	38.18	39.26	40.35	41.12	41.12	41.12	41.12
9	B	24.89	25.70	26.50	27.30	28.11	28.91	29.71	30.51	31.32	32.12
	O	37.34	38.55	39.75	40.95	41.12	41.12	41.12	41.12	41.12	41.12
10	B	27.41	28.30	29.18	30.07	30.95	31.84	32.72	33.61	34.49	35.37
	O	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12
11	B	29.15	30.12	31.09	32.06	33.03	34.01	34.98	35.95	36.92	37.89
	O	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12
12	B	34.94	36.10	37.27	38.43	39.59	40.76	41.92	43.09	44.25	45.42
	O	41.12	41.12	41.12	41.12	41.12	41.12	41.92	43.09	44.25	45.42
13	B	41.54	42.93	44.31	45.70	47.08	48.47	49.85	51.24	52.62	54.01
	O	41.54	42.93	44.31	45.70	47.08	48.47	49.85	51.24	52.62	54.01
14	B	49.09	50.73	52.37	54.00	55.64	57.28	58.91	60.55	62.18	63.82
	O	49.09	50.73	52.37	54.00	55.64	57.28	58.91	60.55	62.18	63.82
15	B	57.75	59.67	61.60	63.52	65.45	67.37	69.30	71.22	73.15	75.07
	O	57.75	59.67	61.60	63.52	65.45	67.37	69.30	71.22	73.15	75.07

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/>

SALARY TABLE 2016-DFW (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.04%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK

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	\$ 10.64	\$ 10.99	\$ 11.35	\$ 11.70	\$ 12.05	\$ 12.26	\$ 12.61	\$ 12.96	\$ 12.98	\$ 13.31
	O	15.96	16.49	17.03	17.55	18.08	18.39	18.92	19.44	19.47	19.97
2	B	11.96	12.25	12.64	12.98	13.12	13.51	13.90	14.28	14.67	15.06
	O	17.94	18.38	18.96	19.47	19.68	20.27	20.85	21.42	22.01	22.59
3	B	15.66	16.10	16.53	16.97	17.40	17.84	18.27	18.71	19.14	19.57
	O	23.49	24.15	24.80	25.46	26.10	26.76	27.41	28.07	28.71	29.36
4	B	17.58	18.07	18.56	19.05	19.53	20.02	20.51	21.00	21.49	21.98
	O	26.37	27.11	27.84	28.58	29.30	30.03	30.77	31.50	32.24	32.97
5	B	20.22	20.76	21.31	21.85	22.40	22.95	23.49	24.04	24.59	25.13
	O	30.33	31.14	31.97	32.78	33.60	34.43	35.24	36.06	36.89	37.70
6	B	21.32	21.93	22.53	23.14	23.75	24.36	24.97	25.58	26.19	26.80
	O	31.98	32.90	33.80	34.71	35.63	36.54	37.46	38.37	39.29	40.20
7	B	23.01	23.69	24.37	25.04	25.72	26.40	27.07	27.75	28.43	29.10
	O	34.52	35.54	36.56	37.56	38.58	39.60	40.61	41.63	42.39	42.39
8	B	23.98	24.73	25.48	26.23	26.98	27.73	28.48	29.23	29.98	30.73
	O	35.97	37.10	38.22	39.35	40.47	41.60	42.39	42.39	42.39	42.39
9	B	25.66	26.49	27.32	28.15	28.97	29.80	30.63	31.46	32.28	33.11
	O	38.49	39.74	40.98	42.23	42.39	42.39	42.39	42.39	42.39	42.39
10	B	28.26	29.17	30.09	31.00	31.91	32.82	33.73	34.64	35.56	36.47
	O	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39
11	B	30.05	31.05	32.05	33.05	34.06	35.06	36.06	37.06	38.06	39.06
	O	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39
12	B	36.02	37.22	38.42	39.62	40.82	42.02	43.22	44.42	45.62	46.82
	O	42.39	42.39	42.39	42.39	42.39	42.39	43.22	44.42	45.62	46.82
13	B	42.83	44.26	45.68	47.11	48.54	49.97	51.40	52.82	54.25	55.68
	O	42.83	44.26	45.68	47.11	48.54	49.97	51.40	52.82	54.25	55.68
14	B	50.61	52.30	53.98	55.67	57.36	59.05	60.73	62.42	64.11	65.79
	O	50.61	52.30	53.98	55.67	57.36	59.05	60.73	62.42	64.11	65.79
15	B	59.53	61.52	63.50	65.49	67.47	69.46	71.44	73.42	75.41	76.81
	O	59.53	61.52	63.50	65.49	67.47	69.46	71.44	73.42	75.41	76.81

* 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.

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/>

SALARY TABLE 2016-DV (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.43%
FOR THE LOCALITY PAY AREA OF DAVENPORT-MOLINE, IA-IL
TOTAL INCREASE: 1.24%
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	\$ 10.39	\$ 10.73	\$ 11.06	\$ 11.40	\$ 11.59	\$ 11.92	\$ 12.25	\$ 12.27	\$ 12.58
	O	15.09	15.59	16.10	16.59	17.10	17.39	17.88	18.38	18.41	18.87
2	B	11.31	11.58	11.95	12.27	12.41	12.77	13.14	13.50	13.87	14.23
	O	16.97	17.37	17.93	18.41	18.62	19.16	19.71	20.25	20.81	21.35
3	B	14.80	15.22	15.63	16.04	16.45	16.86	17.27	17.68	18.09	18.51
	O	22.20	22.83	23.45	24.06	24.68	25.29	25.91	26.52	27.14	27.77
4	B	16.62	17.08	17.54	18.01	18.47	18.93	19.39	19.85	20.31	20.78
	O	24.93	25.62	26.31	27.02	27.71	28.40	29.09	29.78	30.47	31.17
5	B	19.11	19.63	20.14	20.66	21.18	21.69	22.21	22.73	23.24	23.76
	O	28.67	29.45	30.21	30.99	31.77	32.54	33.32	34.10	34.86	35.64
6	B	20.15	20.73	21.30	21.88	22.46	23.03	23.61	24.18	24.76	25.33
	O	30.23	31.10	31.95	32.82	33.69	34.55	35.42	36.27	37.14	38.00
7	B	21.75	22.39	23.03	23.67	24.31	24.95	25.59	26.23	26.87	27.51
	O	32.63	33.59	34.55	35.51	36.47	37.43	38.39	39.35	40.08	40.08
8	B	22.68	23.38	24.09	24.80	25.51	26.22	26.93	27.63	28.34	29.05
	O	34.02	35.07	36.14	37.20	38.27	39.33	40.08	40.08	40.08	40.08
9	B	24.26	25.04	25.83	26.61	27.39	28.17	28.96	29.74	30.52	31.30
	O	36.39	37.56	38.75	39.92	40.08	40.08	40.08	40.08	40.08	40.08
10	B	26.72	27.58	28.44	29.30	30.17	31.03	31.89	32.75	33.61	34.48
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08
11	B	28.41	29.36	30.30	31.25	32.20	33.14	34.09	35.04	35.98	36.93
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08
12	B	34.05	35.18	36.32	37.45	38.59	39.72	40.86	41.99	43.13	44.26
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.86	41.99	43.13	44.26
13	B	40.49	41.84	43.19	44.54	45.89	47.24	48.59	49.94	51.29	52.64
	O	40.49	41.84	43.19	44.54	45.89	47.24	48.59	49.94	51.29	52.64
14	B	47.85	49.44	51.04	52.63	54.23	55.82	57.42	59.01	60.61	62.20
	O	47.85	49.44	51.04	52.63	54.23	55.82	57.42	59.01	60.61	62.20
15	B	56.28	58.16	60.03	61.91	63.79	65.66	67.54	69.41	71.29	73.17
	O	56.28	58.16	60.03	61.91	63.79	65.66	67.54	69.41	71.29	73.17

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/>

SALARY TABLE 2016-DAY (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.50%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH
TOTAL INCREASE: 1.23%
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	\$ 10.24	\$ 10.58	\$ 10.92	\$ 11.26	\$ 11.60	\$ 11.80	\$ 12.14	\$ 12.48	\$ 12.49	\$ 12.81
	O	15.36	15.87	16.38	16.89	17.40	17.70	18.21	18.72	18.74	19.22
2	B	11.51	11.79	12.17	12.49	12.63	13.00	13.38	13.75	14.12	14.49
	O	17.27	17.69	18.26	18.74	18.95	19.50	20.07	20.63	21.18	21.74
3	B	15.07	15.49	15.91	16.33	16.75	17.17	17.59	18.00	18.42	18.84
	O	22.61	23.24	23.87	24.50	25.13	25.76	26.39	27.00	27.63	28.26
4	B	16.92	17.39	17.86	18.33	18.80	19.27	19.74	20.21	20.68	21.15
	O	25.38	26.09	26.79	27.50	28.20	28.91	29.61	30.32	31.02	31.73
5	B	19.46	19.98	20.51	21.03	21.56	22.09	22.61	23.14	23.66	24.19
	O	29.19	29.97	30.77	31.55	32.34	33.14	33.92	34.71	35.49	36.29
6	B	20.52	21.10	21.69	22.28	22.86	23.45	24.03	24.62	25.21	25.79
	O	30.78	31.65	32.54	33.42	34.29	35.18	36.05	36.93	37.82	38.69
7	B	22.15	22.80	23.45	24.10	24.75	25.41	26.06	26.71	27.36	28.01
	O	33.23	34.20	35.18	36.15	37.13	38.12	39.09	40.07	40.80	40.80
8	B	23.09	23.81	24.53	25.25	25.97	26.69	27.41	28.13	28.85	29.58
	O	34.64	35.72	36.80	37.88	38.96	40.04	40.80	40.80	40.80	40.80
9	B	24.70	25.50	26.29	27.09	27.89	28.68	29.48	30.28	31.07	31.87
	O	37.05	38.25	39.44	40.64	40.80	40.80	40.80	40.80	40.80	40.80
10	B	27.20	28.08	28.96	29.83	30.71	31.59	32.47	33.34	34.22	35.10
	O	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80
11	B	28.92	29.89	30.85	31.81	32.78	33.74	34.71	35.67	36.63	37.60
	O	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80
12	B	34.67	35.82	36.98	38.13	39.29	40.44	41.60	42.75	43.91	45.07
	O	40.80	40.80	40.80	40.80	40.80	40.80	41.60	42.75	43.91	45.07
13	B	41.22	42.60	43.97	45.34	46.72	48.09	49.47	50.84	52.22	53.59
	O	41.22	42.60	43.97	45.34	46.72	48.09	49.47	50.84	52.22	53.59
14	B	48.71	50.34	51.96	53.58	55.21	56.83	58.45	60.08	61.70	63.33
	O	48.71	50.34	51.96	53.58	55.21	56.83	58.45	60.08	61.70	63.33
15	B	57.30	59.21	61.12	63.03	64.94	66.85	68.76	70.67	72.58	74.49
	O	57.30	59.21	61.12	63.03	64.94	66.85	68.76	70.67	72.58	74.49

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/>

SALARY TABLE 2016-DEN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.93%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO

TOTAL INCREASE: 1.34%

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	\$ 10.80	\$ 11.17	\$ 11.52	\$ 11.88	\$ 12.24	\$ 12.45	\$ 12.81	\$ 13.17	\$ 13.18	\$ 13.51
	O	16.20	16.76	17.28	17.82	18.36	18.68	19.22	19.76	19.77	20.27
2	B	12.15	12.44	12.84	13.18	13.33	13.72	14.11	14.51	14.90	15.29
	O	18.23	18.66	19.26	19.77	20.00	20.58	21.17	21.77	22.35	22.94
3	B	15.91	16.35	16.79	17.23	17.67	18.11	18.56	19.00	19.44	19.88
	O	23.87	24.53	25.19	25.85	26.51	27.17	27.84	28.50	29.16	29.82
4	B	17.86	18.35	18.85	19.34	19.84	20.33	20.83	21.33	21.82	22.32
	O	26.79	27.53	28.28	29.01	29.76	30.50	31.25	32.00	32.73	33.48
5	B	20.53	21.09	21.64	22.20	22.75	23.31	23.86	24.41	24.97	25.52
	O	30.80	31.64	32.46	33.30	34.13	34.97	35.79	36.62	37.46	38.28
6	B	21.65	22.27	22.89	23.50	24.12	24.74	25.36	25.98	26.60	27.22
	O	32.48	33.41	34.34	35.25	36.18	37.11	38.04	38.97	39.90	40.83
7	B	23.37	24.06	24.75	25.43	26.12	26.81	27.49	28.18	28.87	29.56
	O	35.06	36.09	37.13	38.15	39.18	40.22	41.24	42.27	43.05	43.05
8	B	24.36	25.12	25.88	26.64	27.40	28.16	28.93	29.69	30.45	31.21
	O	36.54	37.68	38.82	39.96	41.10	42.24	43.05	43.05	43.05	43.05
9	B	26.06	26.91	27.75	28.59	29.43	30.27	31.11	31.95	32.79	33.63
	O	39.09	40.37	41.63	42.89	43.05	43.05	43.05	43.05	43.05	43.05
10	B	28.70	29.63	30.56	31.48	32.41	33.33	34.26	35.18	36.11	37.04
	O	43.05	43.05	43.05	43.05	43.05	43.05	43.05	43.05	43.05	43.05
11	B	30.52	31.54	32.55	33.57	34.59	35.60	36.62	37.64	38.66	39.67
	O	43.05	43.05	43.05	43.05	43.05	43.05	43.05	43.05	43.05	43.05
12	B	36.58	37.80	39.02	40.24	41.46	42.68	43.90	45.11	46.33	47.55
	O	43.05	43.05	43.05	43.05	43.05	43.05	43.90	45.11	46.33	47.55
13	B	43.50	44.95	46.40	47.85	49.30	50.75	52.20	53.65	55.10	56.55
	O	43.50	44.95	46.40	47.85	49.30	50.75	52.20	53.65	55.10	56.55
14	B	51.40	53.11	54.83	56.54	58.25	59.97	61.68	63.39	65.11	66.82
	O	51.40	53.11	54.83	56.54	58.25	59.97	61.68	63.39	65.11	66.82
15	B	60.46	62.48	64.49	66.51	68.52	70.54	72.56	74.57	76.59	78.61
	O	60.46	62.48	64.49	66.51	68.52	70.54	72.56	74.57	76.59	78.61

* 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.

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/>

SALARY TABLE 2016-DET (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.40%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI
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	\$ 10.93	\$ 11.30	\$ 11.66	\$ 12.02	\$ 12.39	\$ 12.60	\$ 12.96	\$ 13.32	\$ 13.34	\$ 13.67
	O	16.40	16.95	17.49	18.03	18.59	18.90	19.44	19.98	20.01	20.51
2	B	12.29	12.59	12.99	13.34	13.49	13.89	14.28	14.68	15.08	15.47
	O	18.44	18.89	19.49	20.01	20.24	20.84	21.42	22.02	22.62	23.21
3	B	16.09	16.54	16.99	17.44	17.88	18.33	18.78	19.22	19.67	20.12
	O	24.14	24.81	25.49	26.16	26.82	27.50	28.17	28.83	29.51	30.18
4	B	18.07	18.57	19.07	19.57	20.08	20.58	21.08	21.58	22.08	22.59
	O	27.11	27.86	28.61	29.36	30.12	30.87	31.62	32.37	33.12	33.89
5	B	20.78	21.34	21.90	22.46	23.02	23.58	24.15	24.71	25.27	25.83
	O	31.17	32.01	32.85	33.69	34.53	35.37	36.23	37.07	37.91	38.75
6	B	21.91	22.53	23.16	23.79	24.41	25.04	25.66	26.29	26.92	27.54
	O	32.87	33.80	34.74	35.69	36.62	37.56	38.49	39.44	40.38	41.31
7	B	23.65	24.35	25.04	25.74	26.43	27.13	27.82	28.52	29.22	29.91
	O	35.48	36.53	37.56	38.61	39.65	40.70	41.73	42.78	43.58	43.58
8	B	24.65	25.42	26.19	26.96	27.73	28.50	29.27	30.04	30.81	31.58
	O	36.98	38.13	39.29	40.44	41.60	42.75	43.58	43.58	43.58	43.58
9	B	26.38	27.23	28.08	28.93	29.78	30.63	31.48	32.33	33.18	34.03
	O	39.57	40.85	42.12	43.40	43.58	43.58	43.58	43.58	43.58	43.58
10	B	29.05	29.98	30.92	31.86	32.79	33.73	34.67	35.61	36.54	37.48
	O	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58
11	B	30.88	31.91	32.94	33.97	35.00	36.03	37.06	38.09	39.12	40.15
	O	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58	43.58
12	B	37.02	38.25	39.48	40.72	41.95	43.19	44.42	45.65	46.89	48.12
	O	43.58	43.58	43.58	43.58	43.58	43.58	44.42	45.65	46.89	48.12
13	B	44.02	45.48	46.95	48.42	49.89	51.36	52.82	54.29	55.76	57.23
	O	44.02	45.48	46.95	48.42	49.89	51.36	52.82	54.29	55.76	57.23
14	B	52.01	53.75	55.48	57.22	58.95	60.68	62.42	64.15	65.89	67.62
	O	52.01	53.75	55.48	57.22	58.95	60.68	62.42	64.15	65.89	67.62
15	B	61.18	63.22	65.26	67.30	69.34	71.38	73.42	75.46	76.81	76.81
	O	61.18	63.22	65.26	67.30	69.34	71.38	73.42	75.46	76.81	76.81

* 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.

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/>

SALARY TABLE 2016-HB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.47%
FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA
TOTAL INCREASE: 1.27%
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	\$ 11.06	\$ 11.40	\$ 11.60	\$ 11.93	\$ 12.26	\$ 12.27	\$ 12.58
	O	15.09	15.60	16.10	16.59	17.10	17.40	17.90	18.39	18.41	18.87
2	B	11.31	11.58	11.96	12.27	12.41	12.78	13.14	13.51	13.87	14.24
	O	16.97	17.37	17.94	18.41	18.62	19.17	19.71	20.27	20.81	21.36
3	B	14.81	15.22	15.63	16.04	16.46	16.87	17.28	17.69	18.10	18.51
	O	22.22	22.83	23.45	24.06	24.69	25.31	25.92	26.54	27.15	27.77
4	B	16.63	17.09	17.55	18.01	18.47	18.94	19.40	19.86	20.32	20.78
	O	24.95	25.64	26.33	27.02	27.71	28.41	29.10	29.79	30.48	31.17
5	B	19.12	19.63	20.15	20.67	21.18	21.70	22.22	22.74	23.25	23.77
	O	28.68	29.45	30.23	31.01	31.77	32.55	33.33	34.11	34.88	35.66
6	B	20.16	20.74	21.31	21.89	22.46	23.04	23.61	24.19	24.77	25.34
	O	30.24	31.11	31.97	32.84	33.69	34.56	35.42	36.29	37.16	38.01
7	B	21.76	22.40	23.04	23.68	24.32	24.96	25.60	26.24	26.88	27.52
	O	32.64	33.60	34.56	35.52	36.48	37.44	38.40	39.36	40.10	40.10
8	B	22.68	23.39	24.10	24.81	25.52	26.23	26.93	27.64	28.35	29.06
	O	34.02	35.09	36.15	37.22	38.28	39.35	40.10	40.10	40.10	40.10
9	B	24.27	25.05	25.84	26.62	27.40	28.18	28.97	29.75	30.53	31.31
	O	36.41	37.58	38.76	39.93	40.10	40.10	40.10	40.10	40.10	40.10
10	B	26.73	27.59	28.45	29.31	30.18	31.04	31.90	32.76	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	30.31	31.26	32.21	33.15	34.10	35.05	36.00	36.94
	O	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10	40.10
12	B	34.06	35.20	36.33	37.47	38.60	39.74	40.87	42.01	43.14	44.28
	O	40.10	40.10	40.10	40.10	40.10	40.10	40.87	42.01	43.14	44.28
13	B	40.50	41.85	43.20	44.55	45.91	47.26	48.61	49.96	51.31	52.66
	O	40.50	41.85	43.20	44.55	45.91	47.26	48.61	49.96	51.31	52.66
14	B	47.86	49.46	51.05	52.65	54.25	55.84	57.44	59.03	60.63	62.22
	O	47.86	49.46	51.05	52.65	54.25	55.84	57.44	59.03	60.63	62.22
15	B	56.30	58.18	60.05	61.93	63.81	65.69	67.56	69.44	71.32	73.19
	O	56.30	58.18	60.05	61.93	63.81	65.69	67.56	69.44	71.32	73.19

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/>

SALARY TABLE 2016-HAR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.20%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA
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	\$ 11.09	\$ 11.46	\$ 11.83	\$ 12.20	\$ 12.57	\$ 12.78	\$ 13.15	\$ 13.52	\$ 13.53	\$ 13.87
	O	16.64	17.19	17.75	18.30	18.86	19.17	19.73	20.28	20.30	20.81
2	B	12.47	12.77	13.18	13.53	13.68	14.09	14.49	14.89	15.29	15.70
	O	18.71	19.16	19.77	20.30	20.52	21.14	21.74	22.34	22.94	23.55
3	B	16.33	16.78	17.24	17.69	18.14	18.60	19.05	19.50	19.96	20.41
	O	24.50	25.17	25.86	26.54	27.21	27.90	28.58	29.25	29.94	30.62
4	B	18.33	18.84	19.35	19.86	20.37	20.88	21.39	21.89	22.40	22.91
	O	27.50	28.26	29.03	29.79	30.56	31.32	32.09	32.84	33.60	34.37
5	B	21.08	21.65	22.22	22.79	23.36	23.93	24.49	25.06	25.63	26.20
	O	31.62	32.48	33.33	34.19	35.04	35.90	36.74	37.59	38.45	39.30
6	B	22.23	22.86	23.49	24.13	24.76	25.40	26.03	26.67	27.30	27.94
	O	33.35	34.29	35.24	36.20	37.14	38.10	39.05	40.01	40.95	41.91
7	B	23.99	24.70	25.40	26.11	26.82	27.52	28.23	28.93	29.64	30.34
	O	35.99	37.05	38.10	39.17	40.23	41.28	42.35	43.40	44.21	44.21
8	B	25.01	25.79	26.57	27.35	28.13	28.91	29.69	30.48	31.26	32.04
	O	37.52	38.69	39.86	41.03	42.20	43.37	44.21	44.21	44.21	44.21
9	B	26.76	27.62	28.48	29.35	30.21	31.07	31.94	32.80	33.66	34.52
	O	40.14	41.43	42.72	44.03	44.21	44.21	44.21	44.21	44.21	44.21
10	B	29.47	30.42	31.37	32.32	33.27	34.22	35.17	36.12	37.07	38.02
	O	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21
11	B	31.33	32.37	33.42	34.46	35.51	36.55	37.60	38.64	39.68	40.73
	O	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21
12	B	37.55	38.80	40.06	41.31	42.56	43.81	45.06	46.31	47.57	48.82
	O	44.21	44.21	44.21	44.21	44.21	44.21	45.06	46.31	47.57	48.82
13	B	44.65	46.14	47.63	49.12	50.61	52.10	53.59	55.08	56.56	58.05
	O	44.65	46.14	47.63	49.12	50.61	52.10	53.59	55.08	56.56	58.05
14	B	52.77	54.53	56.29	58.04	59.80	61.56	63.32	65.08	66.84	68.60
	O	52.77	54.53	56.29	58.04	59.80	61.56	63.32	65.08	66.84	68.60
15	B	62.07	64.14	66.21	68.28	70.35	72.42	74.49	76.55	76.81	76.81
	O	62.07	64.14	66.21	68.28	70.35	72.42	74.49	76.55	76.81	76.81

* 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.

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/>

SALARY TABLE 2016-HOU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.11%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX

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	\$ 11.35	\$ 11.73	\$ 12.10	\$ 12.48	\$ 12.86	\$ 13.08	\$ 13.45	\$ 13.83	\$ 13.84	\$ 14.19
	O	17.03	17.60	18.15	18.72	19.29	19.62	20.18	20.75	20.76	21.29
2	B	12.76	13.06	13.48	13.84	14.00	14.41	14.82	15.24	15.65	16.06
	O	19.14	19.59	20.22	20.76	21.00	21.62	22.23	22.86	23.48	24.09
3	B	16.70	17.17	17.63	18.10	18.56	19.02	19.49	19.95	20.42	20.88
	O	25.05	25.76	26.45	27.15	27.84	28.53	29.24	29.93	30.63	31.32
4	B	18.75	19.27	19.79	20.32	20.84	21.36	21.88	22.40	22.92	23.44
	O	28.13	28.91	29.69	30.48	31.26	32.04	32.82	33.60	34.38	35.16
5	B	21.56	22.15	22.73	23.31	23.89	24.48	25.06	25.64	26.23	26.81
	O	32.34	33.23	34.10	34.97	35.84	36.72	37.59	38.46	39.35	40.22
6	B	22.74	23.39	24.04	24.69	25.34	25.99	26.63	27.28	27.93	28.58
	O	34.11	35.09	36.06	37.04	38.01	38.99	39.95	40.92	41.90	42.87
7	B	24.55	25.27	25.99	26.71	27.43	28.16	28.88	29.60	30.32	31.04
	O	36.83	37.91	38.99	40.07	41.15	42.24	43.32	44.40	45.23	45.23
8	B	25.58	26.38	27.18	27.98	28.78	29.58	30.38	31.18	31.98	32.78
	O	38.37	39.57	40.77	41.97	43.17	44.37	45.23	45.23	45.23	45.23
9	B	27.37	28.26	29.14	30.02	30.91	31.79	32.67	33.55	34.44	35.32
	O	41.06	42.39	43.71	45.03	45.23	45.23	45.23	45.23	45.23	45.23
10	B	30.15	31.12	32.09	33.06	34.04	35.01	35.98	36.95	37.93	38.90
	O	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23
11	B	32.05	33.12	34.19	35.26	36.33	37.39	38.46	39.53	40.60	41.67
	O	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23
12	B	38.42	39.70	40.98	42.26	43.54	44.82	46.10	47.38	48.66	49.94
	O	45.23	45.23	45.23	45.23	45.23	45.23	46.10	47.38	48.66	49.94
13	B	45.68	47.21	48.73	50.25	51.78	53.30	54.82	56.35	57.87	59.39
	O	45.68	47.21	48.73	50.25	51.78	53.30	54.82	56.35	57.87	59.39
14	B	53.98	55.78	57.58	59.38	61.18	62.98	64.78	66.58	68.38	70.18
	O	53.98	55.78	57.58	59.38	61.18	62.98	64.78	66.58	68.38	70.18
15	B	63.50	65.62	67.74	69.85	71.97	74.09	76.20	76.81	76.81	76.81
	O	63.50	65.62	67.74	69.85	71.97	74.09	76.20	76.81	76.81	76.81

* 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.

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/>

SALARY TABLE 2016-HNT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.37%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL
TOTAL INCREASE: 1.30%
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	\$ 10.23	\$ 10.57	\$ 10.91	\$ 11.25	\$ 11.59	\$ 11.79	\$ 12.12	\$ 12.46	\$ 12.48	\$ 12.79
	O	15.35	15.86	16.37	16.88	17.39	17.69	18.18	18.69	18.72	19.19
2	B	11.50	11.77	12.15	12.48	12.62	12.99	13.36	13.73	14.10	14.47
	O	17.25	17.66	18.23	18.72	18.93	19.49	20.04	20.60	21.15	21.71
3	B	15.06	15.47	15.89	16.31	16.73	17.15	17.57	17.98	18.40	18.82
	O	22.59	23.21	23.84	24.47	25.10	25.73	26.36	26.97	27.60	28.23
4	B	16.90	17.37	17.84	18.31	18.78	19.25	19.72	20.19	20.66	21.13
	O	25.35	26.06	26.76	27.47	28.17	28.88	29.58	30.29	30.99	31.70
5	B	19.44	19.96	20.49	21.01	21.54	22.06	22.59	23.11	23.64	24.16
	O	29.16	29.94	30.74	31.52	32.31	33.09	33.89	34.67	35.46	36.24
6	B	20.49	21.08	21.66	22.25	22.84	23.42	24.01	24.59	25.18	25.76
	O	30.74	31.62	32.49	33.38	34.26	35.13	36.02	36.89	37.77	38.64
7	B	22.12	22.77	23.43	24.08	24.73	25.38	26.03	26.68	27.33	27.98
	O	33.18	34.16	35.15	36.12	37.10	38.07	39.05	40.02	40.76	40.76
8	B	23.06	23.78	24.50	25.22	25.94	26.66	27.38	28.10	28.82	29.54
	O	34.59	35.67	36.75	37.83	38.91	39.99	40.76	40.76	40.76	40.76
9	B	24.67	25.47	26.26	27.06	27.86	28.65	29.45	30.24	31.04	31.83
	O	37.01	38.21	39.39	40.59	40.76	40.76	40.76	40.76	40.76	40.76
10	B	27.17	28.05	28.92	29.80	30.68	31.55	32.43	33.31	34.18	35.06
	O	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76
11	B	28.89	29.85	30.82	31.78	32.74	33.70	34.67	35.63	36.59	37.56
	O	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76
12	B	34.63	35.78	36.94	38.09	39.24	40.40	41.55	42.71	43.86	45.02
	O	40.76	40.76	40.76	40.76	40.76	40.76	41.55	42.71	43.86	45.02
13	B	41.18	42.55	43.92	45.29	46.67	48.04	49.41	50.79	52.16	53.53
	O	41.18	42.55	43.92	45.29	46.67	48.04	49.41	50.79	52.16	53.53
14	B	48.66	50.28	51.90	53.52	55.15	56.77	58.39	60.01	61.63	63.26
	O	48.66	50.28	51.90	53.52	55.15	56.77	58.39	60.01	61.63	63.26
15	B	57.23	59.14	61.05	62.96	64.87	66.78	68.68	70.59	72.50	74.41
	O	57.23	59.14	61.05	62.96	64.87	66.78	68.68	70.59	72.50	74.41

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/>

SALARY TABLE 2016-IND (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.92%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN
TOTAL INCREASE: 1.21%
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	\$ 10.10	\$ 10.44	\$ 10.77	\$ 11.11	\$ 11.44	\$ 11.64	\$ 11.97	\$ 12.31	\$ 12.32	\$ 12.63
	O	15.15	15.66	16.16	16.67	17.16	17.46	17.96	18.47	18.48	18.95
2	B	11.36	11.63	12.00	12.32	12.46	12.83	13.19	13.56	13.93	14.29
	O	17.04	17.45	18.00	18.48	18.69	19.25	19.79	20.34	20.90	21.44
3	B	14.87	15.28	15.69	16.11	16.52	16.93	17.35	17.76	18.17	18.59
	O	22.31	22.92	23.54	24.17	24.78	25.40	26.03	26.64	27.26	27.89
4	B	16.69	17.16	17.62	18.08	18.55	19.01	19.47	19.94	20.40	20.86
	O	25.04	25.74	26.43	27.12	27.83	28.52	29.21	29.91	30.60	31.29
5	B	19.19	19.71	20.23	20.75	21.27	21.79	22.31	22.82	23.34	23.86
	O	28.79	29.57	30.35	31.13	31.91	32.69	33.47	34.23	35.01	35.79
6	B	20.24	20.82	21.39	21.97	22.55	23.13	23.71	24.29	24.86	25.44
	O	30.36	31.23	32.09	32.96	33.83	34.70	35.57	36.44	37.29	38.16
7	B	21.85	22.49	23.13	23.78	24.42	25.06	25.70	26.35	26.99	27.63
	O	32.78	33.74	34.70	35.67	36.63	37.59	38.55	39.53	40.25	40.25
8	B	22.77	23.48	24.20	24.91	25.62	26.33	27.04	27.75	28.46	29.17
	O	34.16	35.22	36.30	37.37	38.43	39.50	40.25	40.25	40.25	40.25
9	B	24.37	25.15	25.94	26.72	27.51	28.30	29.08	29.87	30.65	31.44
	O	36.56	37.73	38.91	40.08	40.25	40.25	40.25	40.25	40.25	40.25
10	B	26.83	27.70	28.56	29.43	30.30	31.16	32.03	32.89	33.76	34.62
	O	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25
11	B	28.53	29.48	30.43	31.38	32.33	33.28	34.24	35.19	36.14	37.09
	O	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25
12	B	34.20	35.34	36.48	37.62	38.76	39.90	41.03	42.17	43.31	44.45
	O	40.25	40.25	40.25	40.25	40.25	40.25	41.03	42.17	43.31	44.45
13	B	40.66	42.02	43.37	44.73	46.09	47.44	48.80	50.15	51.51	52.86
	O	40.66	42.02	43.37	44.73	46.09	47.44	48.80	50.15	51.51	52.86
14	B	48.05	49.65	51.25	52.86	54.46	56.06	57.66	59.26	60.87	62.47
	O	48.05	49.65	51.25	52.86	54.46	56.06	57.66	59.26	60.87	62.47
15	B	56.52	58.41	60.29	62.17	64.06	65.94	67.83	69.71	71.60	73.48
	O	56.52	58.41	60.29	62.17	64.06	65.94	67.83	69.71	71.60	73.48

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/>

SALARY TABLE 2016-KC (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 KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS
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/>

SALARY TABLE 2016-LR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.59%
FOR THE LOCALITY PAY AREA OF LAREDO, TX
TOTAL INCREASE: 1.38%
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	\$ 10.07	\$ 10.41	\$ 10.74	\$ 11.08	\$ 11.41	\$ 11.61	\$ 11.94	\$ 12.27	\$ 12.29	\$ 12.60
	O	15.11	15.62	16.11	16.62	17.12	17.42	17.91	18.41	18.44	18.90
2	B	11.32	11.59	11.97	12.29	12.43	12.79	13.16	13.52	13.89	14.25
	O	16.98	17.39	17.96	18.44	18.65	19.19	19.74	20.28	20.84	21.38
3	B	14.83	15.24	15.65	16.06	16.47	16.89	17.30	17.71	18.12	18.53
	O	22.25	22.86	23.48	24.09	24.71	25.34	25.95	26.57	27.18	27.80
4	B	16.64	17.11	17.57	18.03	18.49	18.96	19.42	19.88	20.34	20.80
	O	24.96	25.67	26.36	27.05	27.74	28.44	29.13	29.82	30.51	31.20
5	B	19.14	19.66	20.17	20.69	21.21	21.72	22.24	22.76	23.28	23.79
	O	28.71	29.49	30.26	31.04	31.82	32.58	33.36	34.14	34.92	35.69
6	B	20.18	20.76	21.33	21.91	22.49	23.06	23.64	24.22	24.79	25.37
	O	30.27	31.14	32.00	32.87	33.74	34.59	35.46	36.33	37.19	38.06
7	B	21.79	22.43	23.07	23.71	24.35	24.99	25.63	26.27	26.91	27.55
	O	32.69	33.65	34.61	35.57	36.53	37.49	38.45	39.41	40.14	40.14
8	B	22.71	23.42	24.13	24.83	25.54	26.25	26.96	27.67	28.38	29.09
	O	34.07	35.13	36.20	37.25	38.31	39.38	40.14	40.14	40.14	40.14
9	B	24.30	25.08	25.86	26.65	27.43	28.21	29.00	29.78	30.56	31.35
	O	36.45	37.62	38.79	39.98	40.14	40.14	40.14	40.14	40.14	40.14
10	B	26.76	27.62	28.48	29.35	30.21	31.07	31.93	32.80	33.66	34.52
	O	40.14	40.14	40.14	40.14	40.14	40.14	40.14	40.14	40.14	40.14
11	B	28.45	29.40	30.34	31.29	32.24	33.19	34.14	35.09	36.03	36.98
	O	40.14	40.14	40.14	40.14	40.14	40.14	40.14	40.14	40.14	40.14
12	B	34.10	35.23	36.37	37.51	38.64	39.78	40.92	42.05	43.19	44.33
	O	40.14	40.14	40.14	40.14	40.14	40.14	40.92	42.05	43.19	44.33
13	B	40.55	41.90	43.25	44.60	45.95	47.31	48.66	50.01	51.36	52.71
	O	40.55	41.90	43.25	44.60	45.95	47.31	48.66	50.01	51.36	52.71
14	B	47.91	49.51	51.11	52.70	54.30	55.90	57.50	59.09	60.69	62.29
	O	47.91	49.51	51.11	52.70	54.30	55.90	57.50	59.09	60.69	62.29
15	B	56.36	58.24	60.12	62.00	63.87	65.75	67.63	69.51	71.39	73.27
	O	56.36	58.24	60.12	62.00	63.87	65.75	67.63	69.51	71.39	73.27

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/>

SALARY TABLE 2016-LV (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.55%
FOR THE LOCALITY PAY AREA OF LAS VEGAS-HENDERSON, NV-AZ
TOTAL INCREASE: 1.35%
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	\$ 10.07	\$ 10.40	\$ 10.74	\$ 11.07	\$ 11.41	\$ 11.60	\$ 11.93	\$ 12.27	\$ 12.28	\$ 12.59
	O	15.11	15.60	16.11	16.61	17.12	17.40	17.90	18.41	18.42	18.89
2	B	11.32	11.59	11.96	12.28	12.42	12.79	13.15	13.52	13.88	14.25
	O	16.98	17.39	17.94	18.42	18.63	19.19	19.73	20.28	20.82	21.38
3	B	14.82	15.23	15.64	16.06	16.47	16.88	17.29	17.70	18.11	18.53
	O	22.23	22.85	23.46	24.09	24.71	25.32	25.94	26.55	27.17	27.80
4	B	16.64	17.10	17.56	18.02	18.49	18.95	19.41	19.87	20.34	20.80
	O	24.96	25.65	26.34	27.03	27.74	28.43	29.12	29.81	30.51	31.20
5	B	19.13	19.65	20.17	20.68	21.20	21.72	22.23	22.75	23.27	23.78
	O	28.70	29.48	30.26	31.02	31.80	32.58	33.35	34.13	34.91	35.67
6	B	20.17	20.75	21.33	21.90	22.48	23.06	23.63	24.21	24.78	25.36
	O	30.26	31.13	32.00	32.85	33.72	34.59	35.45	36.32	37.17	38.04
7	B	21.78	22.42	23.06	23.70	24.34	24.98	25.62	26.26	26.90	27.54
	O	32.67	33.63	34.59	35.55	36.51	37.47	38.43	39.39	40.13	40.13
8	B	22.70	23.41	24.12	24.83	25.54	26.24	26.95	27.66	28.37	29.08
	O	34.05	35.12	36.18	37.25	38.31	39.36	40.13	40.13	40.13	40.13
9	B	24.29	25.07	25.85	26.64	27.42	28.20	28.99	29.77	30.55	31.34
	O	36.44	37.61	38.78	39.96	40.13	40.13	40.13	40.13	40.13	40.13
10	B	26.75	27.61	28.47	29.33	30.20	31.06	31.92	32.79	33.65	34.51
	O	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13
11	B	28.44	29.39	30.33	31.28	32.23	33.18	34.13	35.07	36.02	36.97
	O	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13	40.13
12	B	34.09	35.22	36.36	37.49	38.63	39.77	40.90	42.04	43.17	44.31
	O	40.13	40.13	40.13	40.13	40.13	40.13	40.90	42.04	43.17	44.31
13	B	40.53	41.88	43.23	44.59	45.94	47.29	48.64	49.99	51.34	52.69
	O	40.53	41.88	43.23	44.59	45.94	47.29	48.64	49.99	51.34	52.69
14	B	47.90	49.49	51.09	52.69	54.28	55.88	57.48	59.07	60.67	62.27
	O	47.90	49.49	51.09	52.69	54.28	55.88	57.48	59.07	60.67	62.27
15	B	56.34	58.22	60.10	61.97	63.85	65.73	67.61	69.49	71.37	73.24
	O	56.34	58.22	60.10	61.97	63.85	65.73	67.61	69.49	71.37	73.24

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/>

SALARY TABLE 2016-LA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.65%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA

TOTAL INCREASE: 1.39%

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	\$ 11.22	\$ 11.59	\$ 11.97	\$ 12.34	\$ 12.71	\$ 12.93	\$ 13.30	\$ 13.67	\$ 13.69	\$ 14.03
	O	16.83	17.39	17.96	18.51	19.07	19.40	19.95	20.51	20.54	21.05
2	B	12.61	12.91	13.33	13.69	13.84	14.25	14.66	15.06	15.47	15.88
	O	18.92	19.37	20.00	20.54	20.76	21.38	21.99	22.59	23.21	23.82
3	B	16.52	16.97	17.43	17.89	18.35	18.81	19.27	19.73	20.19	20.64
	O	24.78	25.46	26.15	26.84	27.53	28.22	28.91	29.60	30.29	30.96
4	B	18.54	19.06	19.57	20.09	20.60	21.12	21.63	22.15	22.66	23.18
	O	27.81	28.59	29.36	30.14	30.90	31.68	32.45	33.23	33.99	34.77
5	B	21.32	21.90	22.47	23.05	23.62	24.20	24.78	25.35	25.93	26.51
	O	31.98	32.85	33.71	34.58	35.43	36.30	37.17	38.03	38.90	39.77
6	B	22.48	23.12	23.76	24.41	25.05	25.69	26.33	26.98	27.62	28.26
	O	33.72	34.68	35.64	36.62	37.58	38.54	39.50	40.47	41.43	42.39
7	B	24.27	24.98	25.70	26.41	27.12	27.84	28.55	29.26	29.98	30.69
	O	36.41	37.47	38.55	39.62	40.68	41.76	42.83	43.89	44.72	44.72
8	B	25.29	26.08	26.87	27.67	28.46	29.25	30.04	30.83	31.62	32.41
	O	37.94	39.12	40.31	41.51	42.69	43.88	44.72	44.72	44.72	44.72
9	B	27.07	27.94	28.81	29.68	30.56	31.43	32.30	33.17	34.05	34.92
	O	40.61	41.91	43.22	44.52	44.72	44.72	44.72	44.72	44.72	44.72
10	B	29.81	30.77	31.73	32.69	33.65	34.61	35.57	36.54	37.50	38.46
	O	44.72	44.72	44.72	44.72	44.72	44.72	44.72	44.72	44.72	44.72
11	B	31.69	32.75	33.80	34.86	35.92	36.97	38.03	39.08	40.14	41.20
	O	44.72	44.72	44.72	44.72	44.72	44.72	44.72	44.72	44.72	44.72
12	B	37.98	39.25	40.52	41.78	43.05	44.31	45.58	46.85	48.11	49.38
	O	44.72	44.72	44.72	44.72	44.72	44.72	45.58	46.85	48.11	49.38
13	B	45.17	46.67	48.18	49.69	51.19	52.70	54.20	55.71	57.21	58.72
	O	45.17	46.67	48.18	49.69	51.19	52.70	54.20	55.71	57.21	58.72
14	B	53.37	55.15	56.93	58.71	60.49	62.27	64.05	65.83	67.61	69.39
	O	53.37	55.15	56.93	58.71	60.49	62.27	64.05	65.83	67.61	69.39
15	B	62.78	64.88	66.97	69.06	71.15	73.25	75.34	76.81	76.81	76.81
	O	62.78	64.88	66.97	69.06	71.15	73.25	75.34	76.81	76.81	76.81

* 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.

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/>

SALARY TABLE 2016-MFL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.05%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL
TOTAL INCREASE: 1.22%
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	\$ 10.64	\$ 10.99	\$ 11.35	\$ 11.70	\$ 12.05	\$ 12.26	\$ 12.61	\$ 12.96	\$ 12.98	\$ 13.31
	O	15.96	16.49	17.03	17.55	18.08	18.39	18.92	19.44	19.47	19.97
2	B	11.96	12.25	12.64	12.98	13.13	13.51	13.90	14.28	14.67	15.06
	O	17.94	18.38	18.96	19.47	19.70	20.27	20.85	21.42	22.01	22.59
3	B	15.66	16.10	16.53	16.97	17.40	17.84	18.27	18.71	19.14	19.58
	O	23.49	24.15	24.80	25.46	26.10	26.76	27.41	28.07	28.71	29.37
4	B	17.58	18.07	18.56	19.05	19.54	20.02	20.51	21.00	21.49	21.98
	O	26.37	27.11	27.84	28.58	29.31	30.03	30.77	31.50	32.24	32.97
5	B	20.22	20.76	21.31	21.86	22.40	22.95	23.50	24.04	24.59	25.13
	O	30.33	31.14	31.97	32.79	33.60	34.43	35.25	36.06	36.89	37.70
6	B	21.32	21.93	22.54	23.15	23.75	24.36	24.97	25.58	26.19	26.80
	O	31.98	32.90	33.81	34.73	35.63	36.54	37.46	38.37	39.29	40.20
7	B	23.01	23.69	24.37	25.04	25.72	26.40	27.07	27.75	28.43	29.11
	O	34.52	35.54	36.56	37.56	38.58	39.60	40.61	41.63	42.39	42.39
8	B	23.99	24.74	25.49	26.23	26.98	27.73	28.48	29.23	29.98	30.73
	O	35.99	37.11	38.24	39.35	40.47	41.60	42.39	42.39	42.39	42.39
9	B	25.67	26.49	27.32	28.15	28.98	29.80	30.63	31.46	32.29	33.11
	O	38.51	39.74	40.98	42.23	42.39	42.39	42.39	42.39	42.39	42.39
10	B	28.26	29.18	30.09	31.00	31.91	32.82	33.74	34.65	35.56	36.47
	O	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39
11	B	30.05	31.05	32.05	33.06	34.06	35.06	36.06	37.06	38.06	39.07
	O	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39
12	B	36.02	37.22	38.42	39.62	40.82	42.02	43.22	44.42	45.62	46.83
	O	42.39	42.39	42.39	42.39	42.39	42.39	43.22	44.42	45.62	46.83
13	B	42.83	44.26	45.69	47.12	48.54	49.97	51.40	52.83	54.26	55.68
	O	42.83	44.26	45.69	47.12	48.54	49.97	51.40	52.83	54.26	55.68
14	B	50.61	52.30	53.99	55.68	57.36	59.05	60.74	62.43	64.11	65.80
	O	50.61	52.30	53.99	55.68	57.36	59.05	60.74	62.43	64.11	65.80
15	B	59.54	61.52	63.51	65.49	67.48	69.46	71.45	73.43	75.42	76.81
	O	59.54	61.52	63.51	65.49	67.48	69.46	71.45	73.43	75.42	76.81

* 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.

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/>

SALARY TABLE 2016-MIL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.39%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI
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	\$ 10.41	\$ 10.75	\$ 11.10	\$ 11.44	\$ 11.79	\$ 11.99	\$ 12.33	\$ 12.68	\$ 12.69	\$ 13.01
	O	15.62	16.13	16.65	17.16	17.69	17.99	18.50	19.02	19.04	19.52
2	B	11.70	11.98	12.36	12.69	12.84	13.21	13.59	13.97	14.35	14.73
	O	17.55	17.97	18.54	19.04	19.26	19.82	20.39	20.96	21.53	22.10
3	B	15.32	15.74	16.17	16.59	17.02	17.44	17.87	18.30	18.72	19.15
	O	22.98	23.61	24.26	24.89	25.53	26.16	26.81	27.45	28.08	28.73
4	B	17.20	17.67	18.15	18.63	19.11	19.58	20.06	20.54	21.02	21.49
	O	25.80	26.51	27.23	27.95	28.67	29.37	30.09	30.81	31.53	32.24
5	B	19.77	20.31	20.84	21.38	21.91	22.44	22.98	23.51	24.05	24.58
	O	29.66	30.47	31.26	32.07	32.87	33.66	34.47	35.27	36.08	36.87
6	B	20.85	21.45	22.04	22.64	23.23	23.83	24.42	25.02	25.61	26.21
	O	31.28	32.18	33.06	33.96	34.85	35.75	36.63	37.53	38.42	39.32
7	B	22.51	23.17	23.83	24.49	25.16	25.82	26.48	27.14	27.80	28.47
	O	33.77	34.76	35.75	36.74	37.74	38.73	39.72	40.71	41.46	41.46
8	B	23.46	24.19	24.93	25.66	26.39	27.12	27.86	28.59	29.32	30.06
	O	35.19	36.29	37.40	38.49	39.59	40.68	41.46	41.46	41.46	41.46
9	B	25.10	25.91	26.72	27.53	28.34	29.15	29.96	30.77	31.58	32.39
	O	37.65	38.87	40.08	41.30	41.46	41.46	41.46	41.46	41.46	41.46
10	B	27.64	28.54	29.43	30.32	31.21	32.10	32.99	33.89	34.78	35.67
	O	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46
11	B	29.39	30.37	31.35	32.33	33.31	34.29	35.27	36.25	37.23	38.21
	O	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46
12	B	35.23	36.40	37.58	38.75	39.93	41.10	42.27	43.45	44.62	45.80
	O	41.46	41.46	41.46	41.46	41.46	41.46	42.27	43.45	44.62	45.80
13	B	41.89	43.29	44.68	46.08	47.48	48.87	50.27	51.67	53.06	54.46
	O	41.89	43.29	44.68	46.08	47.48	48.87	50.27	51.67	53.06	54.46
14	B	49.50	51.15	52.80	54.45	56.10	57.75	59.40	61.05	62.70	64.35
	O	49.50	51.15	52.80	54.45	56.10	57.75	59.40	61.05	62.70	64.35
15	B	58.23	60.17	62.11	64.05	65.99	67.93	69.88	71.82	73.76	75.70
	O	58.23	60.17	62.11	64.05	65.99	67.93	69.88	71.82	73.76	75.70

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/>

SALARY TABLE 2016-MSP (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.30%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI
TOTAL INCREASE: 1.28%
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	\$ 10.66	\$ 11.02	\$ 11.37	\$ 11.72	\$ 12.08	\$ 12.29	\$ 12.64	\$ 12.99	\$ 13.00	\$ 13.33
	O	15.99	16.53	17.06	17.58	18.12	18.44	18.96	19.49	19.50	20.00
2	B	11.99	12.27	12.67	13.00	13.15	13.54	13.93	14.31	14.70	15.09
	O	17.99	18.41	19.01	19.50	19.73	20.31	20.90	21.47	22.05	22.64
3	B	15.69	16.13	16.57	17.00	17.44	17.87	18.31	18.75	19.18	19.62
	O	23.54	24.20	24.86	25.50	26.16	26.81	27.47	28.13	28.77	29.43
4	B	17.62	18.11	18.60	19.09	19.58	20.07	20.55	21.04	21.53	22.02
	O	26.43	27.17	27.90	28.64	29.37	30.11	30.83	31.56	32.30	33.03
5	B	20.26	20.81	21.35	21.90	22.45	23.00	23.54	24.09	24.64	25.19
	O	30.39	31.22	32.03	32.85	33.68	34.50	35.31	36.14	36.96	37.79
6	B	21.36	21.97	22.58	23.19	23.80	24.41	25.02	25.63	26.24	26.85
	O	32.04	32.96	33.87	34.79	35.70	36.62	37.53	38.45	39.36	40.28
7	B	23.06	23.74	24.42	25.10	25.77	26.45	27.13	27.81	28.49	29.17
	O	34.59	35.61	36.63	37.65	38.66	39.68	40.70	41.72	42.48	42.48
8	B	24.04	24.79	25.54	26.29	27.04	27.79	28.54	29.29	30.04	30.79
	O	36.06	37.19	38.31	39.44	40.56	41.69	42.48	42.48	42.48	42.48
9	B	25.72	26.55	27.38	28.21	29.04	29.87	30.70	31.52	32.35	33.18
	O	38.58	39.83	41.07	42.32	42.48	42.48	42.48	42.48	42.48	42.48
10	B	28.32	29.24	30.15	31.06	31.98	32.89	33.80	34.72	35.63	36.55
	O	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48
11	B	30.11	31.12	32.12	33.12	34.13	35.13	36.14	37.14	38.14	39.15
	O	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48
12	B	36.09	37.30	38.50	39.70	40.91	42.11	43.31	44.52	45.72	46.92
	O	42.48	42.48	42.48	42.48	42.48	42.48	43.31	44.52	45.72	46.92
13	B	42.92	44.35	45.78	47.21	48.64	50.08	51.51	52.94	54.37	55.80
	O	42.92	44.35	45.78	47.21	48.64	50.08	51.51	52.94	54.37	55.80
14	B	50.72	52.41	54.10	55.79	57.48	59.17	60.86	62.55	64.24	65.94
	O	50.72	52.41	54.10	55.79	57.48	59.17	60.86	62.55	64.24	65.94
15	B	59.66	61.65	63.64	65.63	67.62	69.60	71.59	73.58	75.57	76.81
	O	59.66	61.65	63.64	65.63	67.62	69.60	71.59	73.58	75.57	76.81

* 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.

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/>

SALARY TABLE 2016-NY (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.20%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA
TOTAL INCREASE: 1.38%
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	\$ 11.36	\$ 11.74	\$ 12.11	\$ 12.49	\$ 12.87	\$ 13.09	\$ 13.46	\$ 13.84	\$ 13.85	\$ 14.20
	O	17.04	17.61	18.17	18.74	19.31	19.64	20.19	20.76	20.78	21.30
2	B	12.77	13.07	13.49	13.85	14.01	14.42	14.83	15.25	15.66	16.07
	O	19.16	19.61	20.24	20.78	21.02	21.63	22.25	22.88	23.49	24.11
3	B	16.72	17.18	17.64	18.11	18.57	19.04	19.50	19.97	20.43	20.90
	O	25.08	25.77	26.46	27.17	27.86	28.56	29.25	29.96	30.65	31.35
4	B	18.77	19.29	19.81	20.33	20.85	21.37	21.89	22.41	22.94	23.46
	O	28.16	28.94	29.72	30.50	31.28	32.06	32.84	33.62	34.41	35.19
5	B	21.58	22.16	22.74	23.33	23.91	24.49	25.08	25.66	26.24	26.83
	O	32.37	33.24	34.11	35.00	35.87	36.74	37.62	38.49	39.36	40.25
6	B	22.75	23.40	24.05	24.70	25.35	26.00	26.65	27.30	27.95	28.60
	O	34.13	35.10	36.08	37.05	38.03	39.00	39.98	40.95	41.93	42.90
7	B	24.56	25.29	26.01	26.73	27.45	28.18	28.90	29.62	30.34	31.07
	O	36.84	37.94	39.02	40.10	41.18	42.27	43.35	44.43	45.26	45.26
8	B	25.60	26.40	27.20	28.00	28.80	29.60	30.40	31.20	32.00	32.80
	O	38.40	39.60	40.80	42.00	43.20	44.40	45.26	45.26	45.26	45.26
9	B	27.39	28.28	29.16	30.04	30.93	31.81	32.69	33.58	34.46	35.34
	O	41.09	42.42	43.74	45.06	45.26	45.26	45.26	45.26	45.26	45.26
10	B	30.17	31.14	32.11	33.09	34.06	35.03	36.01	36.98	37.95	38.93
	O	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26
11	B	32.07	33.14	34.21	35.28	36.35	37.42	38.49	39.56	40.63	41.70
	O	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26	45.26
12	B	38.44	39.73	41.01	42.29	43.57	44.85	46.13	47.42	48.70	49.98
	O	45.26	45.26	45.26	45.26	45.26	45.26	46.13	47.42	48.70	49.98
13	B	45.72	47.24	48.76	50.29	51.81	53.34	54.86	56.38	57.91	59.43
	O	45.72	47.24	48.76	50.29	51.81	53.34	54.86	56.38	57.91	59.43
14	B	54.02	55.82	57.62	59.42	61.23	63.03	64.83	66.63	68.43	70.23
	O	54.02	55.82	57.62	59.42	61.23	63.03	64.83	66.63	68.43	70.23
15	B	63.55	65.66	67.78	69.90	72.02	74.14	76.26	76.81	76.81	76.81
	O	63.55	65.66	67.78	69.90	72.02	74.14	76.26	76.81	76.81	76.81

* 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.

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/>

SALARY TABLE 2016-PB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.42%
FOR THE LOCALITY PAY AREA OF PALM BAY-MELBOURNE-TITUSVILLE, FL
TOTAL INCREASE: 1.23%
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	\$ 10.39	\$ 10.73	\$ 11.06	\$ 11.39	\$ 11.59	\$ 11.92	\$ 12.25	\$ 12.27	\$ 12.58
	O	15.09	15.59	16.10	16.59	17.09	17.39	17.88	18.38	18.41	18.87
2	B	11.31	11.58	11.95	12.27	12.41	12.77	13.14	13.50	13.87	14.23
	O	16.97	17.37	17.93	18.41	18.62	19.16	19.71	20.25	20.81	21.35
3	B	14.80	15.22	15.63	16.04	16.45	16.86	17.27	17.68	18.09	18.50
	O	22.20	22.83	23.45	24.06	24.68	25.29	25.91	26.52	27.14	27.75
4	B	16.62	17.08	17.54	18.00	18.47	18.93	19.39	19.85	20.31	20.77
	O	24.93	25.62	26.31	27.00	27.71	28.40	29.09	29.78	30.47	31.16
5	B	19.11	19.63	20.14	20.66	21.18	21.69	22.21	22.72	23.24	23.76
	O	28.67	29.45	30.21	30.99	31.77	32.54	33.32	34.08	34.86	35.64
6	B	20.15	20.73	21.30	21.88	22.45	23.03	23.60	24.18	24.76	25.33
	O	30.23	31.10	31.95	32.82	33.68	34.55	35.40	36.27	37.14	38.00
7	B	21.75	22.39	23.03	23.67	24.31	24.95	25.59	26.23	26.87	27.51
	O	32.63	33.59	34.55	35.51	36.47	37.43	38.39	39.35	40.08	40.08
8	B	22.67	23.38	24.09	24.80	25.51	26.21	26.92	27.63	28.34	29.05
	O	34.01	35.07	36.14	37.20	38.27	39.32	40.08	40.08	40.08	40.08
9	B	24.26	25.04	25.82	26.61	27.39	28.17	28.95	29.74	30.52	31.30
	O	36.39	37.56	38.73	39.92	40.08	40.08	40.08	40.08	40.08	40.08
10	B	26.72	27.58	28.44	29.30	30.16	31.03	31.89	32.75	33.61	34.47
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08
11	B	28.41	29.35	30.30	31.25	32.19	33.14	34.09	35.03	35.98	36.93
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08
12	B	34.05	35.18	36.32	37.45	38.59	39.72	40.86	41.99	43.13	44.26
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.86	41.99	43.13	44.26
13	B	40.49	41.84	43.19	44.54	45.89	47.24	48.59	49.93	51.28	52.63
	O	40.49	41.84	43.19	44.54	45.89	47.24	48.59	49.93	51.28	52.63
14	B	47.84	49.44	51.03	52.63	54.22	55.82	57.41	59.01	60.60	62.20
	O	47.84	49.44	51.03	52.63	54.22	55.82	57.41	59.01	60.60	62.20
15	B	56.28	58.15	60.03	61.90	63.78	65.66	67.53	69.41	71.28	73.16
	O	56.28	58.15	60.03	61.90	63.78	65.66	67.53	69.41	71.28	73.16

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/>

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

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	\$ 10.74	\$ 11.10	\$ 11.46	\$ 11.81	\$ 12.17	\$ 12.38	\$ 12.73	\$ 13.09	\$ 13.10	\$ 13.43
	O	16.11	16.65	17.19	17.72	18.26	18.57	19.10	19.64	19.65	20.15
2	B	12.08	12.37	12.76	13.10	13.25	13.64	14.03	14.42	14.81	15.20
	O	18.12	18.56	19.14	19.65	19.88	20.46	21.05	21.63	22.22	22.80
3	B	15.81	16.25	16.69	17.13	17.57	18.01	18.45	18.89	19.33	19.77
	O	23.72	24.38	25.04	25.70	26.36	27.02	27.68	28.34	29.00	29.66
4	B	17.75	18.25	18.74	19.23	19.72	20.22	20.71	21.20	21.70	22.19
	O	26.63	27.38	28.11	28.85	29.58	30.33	31.07	31.80	32.55	33.29
5	B	20.41	20.96	21.52	22.07	22.62	23.17	23.72	24.27	24.83	25.38
	O	30.62	31.44	32.28	33.11	33.93	34.76	35.58	36.41	37.25	38.07
6	B	21.52	22.14	22.75	23.37	23.98	24.60	25.21	25.83	26.44	27.06
	O	32.28	33.21	34.13	35.06	35.97	36.90	37.82	38.75	39.66	40.59
7	B	23.24	23.92	24.60	25.29	25.97	26.65	27.34	28.02	28.70	29.39
	O	34.86	35.88	36.90	37.94	38.96	39.98	41.01	42.03	42.81	42.81
8	B	24.22	24.98	25.73	26.49	27.24	28.00	28.76	29.52	30.27	31.03
	O	36.33	37.47	38.60	39.74	40.86	42.00	42.81	42.81	42.81	42.81
9	B	25.91	26.75	27.59	28.42	29.26	30.09	30.93	31.76	32.60	33.44
	O	38.87	40.13	41.39	42.63	42.81	42.81	42.81	42.81	42.81	42.81
10	B	28.54	29.46	30.38	31.30	32.22	33.14	34.06	34.98	35.90	36.82
	O	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81
11	B	30.34	31.35	32.36	33.38	34.39	35.40	36.41	37.42	38.43	39.44
	O	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81
12	B	36.37	37.58	38.79	40.00	41.22	42.43	43.64	44.85	46.07	47.28
	O	42.81	42.81	42.81	42.81	42.81	42.81	43.64	44.85	46.07	47.28
13	B	43.25	44.69	46.13	47.57	49.01	50.46	51.90	53.34	54.78	56.22
	O	43.25	44.69	46.13	47.57	49.01	50.46	51.90	53.34	54.78	56.22
14	B	51.10	52.81	54.51	56.21	57.92	59.62	61.32	63.03	64.73	66.44
	O	51.10	52.81	54.51	56.21	57.92	59.62	61.32	63.03	64.73	66.44
15	B	60.11	62.12	64.12	66.12	68.13	70.13	72.14	74.14	76.14	76.81
	O	60.11	62.12	64.12	66.12	68.13	70.13	72.14	74.14	76.14	76.81

* 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.

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/>

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/>

SALARY TABLE 2016-PIT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.68%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV
TOTAL INCREASE: 1.27%
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	\$ 10.60	\$ 10.94	\$ 11.28	\$ 11.62	\$ 11.82	\$ 12.16	\$ 12.50	\$ 12.51	\$ 12.83
	O	15.39	15.90	16.41	16.92	17.43	17.73	18.24	18.75	18.77	19.25
2	B	11.53	11.80	12.19	12.51	12.65	13.02	13.40	13.77	14.14	14.51
	O	17.30	17.70	18.29	18.77	18.98	19.53	20.10	20.66	21.21	21.77
3	B	15.10	15.52	15.93	16.35	16.77	17.19	17.61	18.03	18.45	18.87
	O	22.65	23.28	23.90	24.53	25.16	25.79	26.42	27.05	27.68	28.31
4	B	16.95	17.42	17.89	18.36	18.83	19.30	19.77	20.24	20.71	21.18
	O	25.43	26.13	26.84	27.54	28.25	28.95	29.66	30.36	31.07	31.77
5	B	19.49	20.01	20.54	21.07	21.59	22.12	22.65	23.17	23.70	24.23
	O	29.24	30.02	30.81	31.61	32.39	33.18	33.98	34.76	35.55	36.35
6	B	20.55	21.14	21.72	22.31	22.90	23.48	24.07	24.66	25.24	25.83
	O	30.83	31.71	32.58	33.47	34.35	35.22	36.11	36.99	37.86	38.75
7	B	22.18	22.84	23.49	24.14	24.79	25.44	26.10	26.75	27.40	28.05
	O	33.27	34.26	35.24	36.21	37.19	38.16	39.15	40.13	40.86	40.86
8	B	23.12	23.84	24.57	25.29	26.01	26.73	27.45	28.18	28.90	29.62
	O	34.68	35.76	36.86	37.94	39.02	40.10	40.86	40.86	40.86	40.86
9	B	24.74	25.54	26.33	27.13	27.93	28.73	29.53	30.32	31.12	31.92
	O	37.11	38.31	39.50	40.70	40.86	40.86	40.86	40.86	40.86	40.86
10	B	27.24	28.12	29.00	29.88	30.76	31.64	32.52	33.40	34.28	35.15
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
11	B	28.97	29.93	30.90	31.86	32.83	33.79	34.76	35.73	36.69	37.66
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
12	B	34.72	35.88	37.03	38.19	39.35	40.51	41.66	42.82	43.98	45.14
	O	40.86	40.86	40.86	40.86	40.86	40.86	41.66	42.82	43.98	45.14
13	B	41.29	42.66	44.04	45.41	46.79	48.17	49.54	50.92	52.30	53.67
	O	41.29	42.66	44.04	45.41	46.79	48.17	49.54	50.92	52.30	53.67
14	B	48.79	50.41	52.04	53.67	55.29	56.92	58.55	60.17	61.80	63.42
	O	48.79	50.41	52.04	53.67	55.29	56.92	58.55	60.17	61.80	63.42
15	B	57.39	59.30	61.21	63.13	65.04	66.95	68.87	70.78	72.69	74.61
	O	57.39	59.30	61.21	63.13	65.04	66.95	68.87	70.78	72.69	74.61

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/>

SALARY TABLE 2016-POR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.69%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
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	\$ 10.61	\$ 10.96	\$ 11.31	\$ 11.67	\$ 12.02	\$ 12.23	\$ 12.57	\$ 12.93	\$ 12.94	\$ 13.27
	O	15.92	16.44	16.97	17.51	18.03	18.35	18.86	19.40	19.41	19.91
2	B	11.93	12.21	12.61	12.94	13.09	13.47	13.86	14.24	14.63	15.01
	O	17.90	18.32	18.92	19.41	19.64	20.21	20.79	21.36	21.95	22.52
3	B	15.62	16.05	16.48	16.92	17.35	17.78	18.22	18.65	19.08	19.52
	O	23.43	24.08	24.72	25.38	26.03	26.67	27.33	27.98	28.62	29.28
4	B	17.53	18.02	18.50	18.99	19.48	19.96	20.45	20.94	21.43	21.91
	O	26.30	27.03	27.75	28.49	29.22	29.94	30.68	31.41	32.15	32.87
5	B	20.16	20.70	21.25	21.79	22.34	22.88	23.43	23.97	24.52	25.06
	O	30.24	31.05	31.88	32.69	33.51	34.32	35.15	35.96	36.78	37.59
6	B	21.25	21.86	22.47	23.08	23.68	24.29	24.90	25.51	26.11	26.72
	O	31.88	32.79	33.71	34.62	35.52	36.44	37.35	38.27	39.17	40.08
7	B	22.94	23.62	24.29	24.97	25.64	26.32	26.99	27.67	28.34	29.02
	O	34.41	35.43	36.44	37.46	38.46	39.48	40.49	41.51	42.27	42.27
8	B	23.92	24.66	25.41	26.16	26.90	27.65	28.40	29.15	29.89	30.64
	O	35.88	36.99	38.12	39.24	40.35	41.48	42.27	42.27	42.27	42.27
9	B	25.59	26.41	27.24	28.07	28.89	29.72	30.54	31.37	32.19	33.02
	O	38.39	39.62	40.86	42.11	42.27	42.27	42.27	42.27	42.27	42.27
10	B	28.18	29.09	30.00	30.91	31.82	32.73	33.63	34.54	35.45	36.36
	O	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27
11	B	29.96	30.96	31.96	32.96	33.96	34.96	35.95	36.95	37.95	38.95
	O	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27
12	B	35.91	37.11	38.31	39.50	40.70	41.90	43.09	44.29	45.49	46.69
	O	42.27	42.27	42.27	42.27	42.27	42.27	43.09	44.29	45.49	46.69
13	B	42.70	44.13	45.55	46.98	48.40	49.82	51.25	52.67	54.09	55.52
	O	42.70	44.13	45.55	46.98	48.40	49.82	51.25	52.67	54.09	55.52
14	B	50.46	52.15	53.83	55.51	57.19	58.87	60.56	62.24	63.92	65.60
	O	50.46	52.15	53.83	55.51	57.19	58.87	60.56	62.24	63.92	65.60
15	B	59.36	61.34	63.32	65.30	67.28	69.25	71.23	73.21	75.19	76.81
	O	59.36	61.34	63.32	65.30	67.28	69.25	71.23	73.21	75.19	76.81

* 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.

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/>

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/>

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/>

SALARY TABLE 2016-SAC (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.61%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV

TOTAL INCREASE: 1.34%

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	\$ 10.78	\$ 11.14	\$ 11.49	\$ 11.85	\$ 12.21	\$ 12.42	\$ 12.77	\$ 13.13	\$ 13.15	\$ 13.48
	O	16.17	16.71	17.24	17.78	18.32	18.63	19.16	19.70	19.73	20.22
2	B	12.12	12.40	12.81	13.15	13.29	13.69	14.08	14.47	14.86	15.25
	O	18.18	18.60	19.22	19.73	19.94	20.54	21.12	21.71	22.29	22.88
3	B	15.86	16.30	16.74	17.19	17.63	18.07	18.51	18.95	19.39	19.83
	O	23.79	24.45	25.11	25.79	26.45	27.11	27.77	28.43	29.09	29.75
4	B	17.81	18.30	18.80	19.29	19.79	20.28	20.78	21.27	21.77	22.26
	O	26.72	27.45	28.20	28.94	29.69	30.42	31.17	31.91	32.66	33.39
5	B	20.48	21.03	21.58	22.14	22.69	23.24	23.80	24.35	24.91	25.46
	O	30.72	31.55	32.37	33.21	34.04	34.86	35.70	36.53	37.37	38.19
6	B	21.59	22.21	22.83	23.44	24.06	24.68	25.29	25.91	26.53	27.14
	O	32.39	33.32	34.25	35.16	36.09	37.02	37.94	38.87	39.80	40.71
7	B	23.31	24.00	24.68	25.37	26.05	26.74	27.42	28.11	28.79	29.48
	O	34.97	36.00	37.02	38.06	39.08	40.11	41.13	42.17	42.95	42.95
8	B	24.30	25.05	25.81	26.57	27.33	28.09	28.85	29.61	30.37	31.13
	O	36.45	37.58	38.72	39.86	41.00	42.14	42.95	42.95	42.95	42.95
9	B	26.00	26.84	27.67	28.51	29.35	30.19	31.03	31.86	32.70	33.54
	O	39.00	40.26	41.51	42.77	42.95	42.95	42.95	42.95	42.95	42.95
10	B	28.63	29.55	30.48	31.40	32.32	33.25	34.17	35.09	36.02	36.94
	O	42.95	42.95	42.95	42.95	42.95	42.95	42.95	42.95	42.95	42.95
11	B	30.44	31.45	32.47	33.48	34.50	35.51	36.53	37.54	38.56	39.57
	O	42.95	42.95	42.95	42.95	42.95	42.95	42.95	42.95	42.95	42.95
12	B	36.48	37.70	38.92	40.13	41.35	42.56	43.78	45.00	46.21	47.43
	O	42.95	42.95	42.95	42.95	42.95	42.95	43.78	45.00	46.21	47.43
13	B	43.38	44.83	46.28	47.72	49.17	50.62	52.06	53.51	54.96	56.40
	O	43.38	44.83	46.28	47.72	49.17	50.62	52.06	53.51	54.96	56.40
14	B	51.27	52.98	54.68	56.39	58.10	59.81	61.52	63.23	64.94	66.65
	O	51.27	52.98	54.68	56.39	58.10	59.81	61.52	63.23	64.94	66.65
15	B	60.30	62.31	64.32	66.33	68.35	70.36	72.37	74.38	76.39	76.81
	O	60.30	62.31	64.32	66.33	68.35	70.36	72.37	74.38	76.39	76.81

* 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.

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/>

SALARY TABLE 2016-SD (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.73%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA
TOTAL INCREASE: 1.44%
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	\$ 10.96	\$ 11.33	\$ 11.69	\$ 12.06	\$ 12.42	\$ 12.63	\$ 12.99	\$ 13.36	\$ 13.37	\$ 13.71
	O	16.44	17.00	17.54	18.09	18.63	18.95	19.49	20.04	20.06	20.57
2	B	12.33	12.62	13.03	13.37	13.52	13.92	14.32	14.72	15.12	15.51
	O	18.50	18.93	19.55	20.06	20.28	20.88	21.48	22.08	22.68	23.27
3	B	16.14	16.59	17.03	17.48	17.93	18.38	18.83	19.28	19.72	20.17
	O	24.21	24.89	25.55	26.22	26.90	27.57	28.25	28.92	29.58	30.26
4	B	18.12	18.62	19.12	19.63	20.13	20.63	21.14	21.64	22.14	22.65
	O	27.18	27.93	28.68	29.45	30.20	30.95	31.71	32.46	33.21	33.98
5	B	20.83	21.39	21.96	22.52	23.08	23.65	24.21	24.77	25.34	25.90
	O	31.25	32.09	32.94	33.78	34.62	35.48	36.32	37.16	38.01	38.85
6	B	21.97	22.59	23.22	23.85	24.48	25.10	25.73	26.36	26.99	27.61
	O	32.96	33.89	34.83	35.78	36.72	37.65	38.60	39.54	40.49	41.42
7	B	23.71	24.41	25.11	25.81	26.50	27.20	27.90	28.60	29.29	29.99
	O	35.57	36.62	37.67	38.72	39.75	40.80	41.85	42.90	43.68	43.68
8	B	24.72	25.49	26.26	27.03	27.80	28.58	29.35	30.12	30.89	31.67
	O	37.08	38.24	39.39	40.55	41.70	42.87	43.68	43.68	43.68	43.68
9	B	26.45	27.30	28.15	29.00	29.86	30.71	31.56	32.42	33.27	34.12
	O	39.68	40.95	42.23	43.50	43.68	43.68	43.68	43.68	43.68	43.68
10	B	29.12	30.06	31.00	31.94	32.88	33.82	34.76	35.70	36.64	37.58
	O	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68
11	B	30.97	32.00	33.03	34.06	35.09	36.13	37.16	38.19	39.22	40.25
	O	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68
12	B	37.11	38.35	39.59	40.83	42.06	43.30	44.54	45.77	47.01	48.25
	O	43.68	43.68	43.68	43.68	43.68	43.68	44.54	45.77	47.01	48.25
13	B	44.13	45.61	47.08	48.55	50.02	51.49	52.96	54.43	55.91	57.38
	O	44.13	45.61	47.08	48.55	50.02	51.49	52.96	54.43	55.91	57.38
14	B	52.15	53.89	55.63	57.37	59.11	60.85	62.58	64.32	66.06	67.80
	O	52.15	53.89	55.63	57.37	59.11	60.85	62.58	64.32	66.06	67.80
15	B	61.35	63.39	65.44	67.48	69.53	71.57	73.62	75.66	76.81	76.81
	O	61.35	63.39	65.44	67.48	69.53	71.57	73.62	75.66	76.81	76.81

* 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.

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/>

SALARY TABLE 2016-SF (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 35.75%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 1.45%
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	\$ 11.93	\$ 12.33	\$ 12.73	\$ 13.12	\$ 13.52	\$ 13.75	\$ 14.14	\$ 14.54	\$ 14.55	\$ 14.92
	O	17.90	18.50	19.10	19.68	20.28	20.63	21.21	21.81	21.83	22.38
2	B	13.41	13.73	14.18	14.55	14.72	15.15	15.59	16.02	16.45	16.89
	O	20.12	20.60	21.27	21.83	22.08	22.73	23.39	24.03	24.68	25.34
3	B	17.56	18.05	18.54	19.03	19.52	20.00	20.49	20.98	21.47	21.95
	O	26.34	27.08	27.81	28.55	29.28	30.00	30.74	31.47	32.21	32.93
4	B	19.72	20.26	20.81	21.36	21.91	22.46	23.00	23.55	24.10	24.65
	O	29.58	30.39	31.22	32.04	32.87	33.69	34.50	35.33	36.15	36.98
5	B	22.67	23.29	23.90	24.51	25.12	25.74	26.35	26.96	27.57	28.19
	O	34.01	34.94	35.85	36.77	37.68	38.61	39.53	40.44	41.36	42.29
6	B	23.91	24.59	25.27	25.96	26.64	27.32	28.00	28.69	29.37	30.05
	O	35.87	36.89	37.91	38.94	39.96	40.98	42.00	43.04	44.06	45.08
7	B	25.81	26.57	27.33	28.09	28.84	29.60	30.36	31.12	31.88	32.64
	O	38.72	39.86	41.00	42.14	43.26	44.40	45.54	46.68	47.55	47.55
8	B	26.90	27.74	28.58	29.42	30.26	31.10	31.94	32.78	33.62	34.46
	O	40.35	41.61	42.87	44.13	45.39	46.65	47.55	47.55	47.55	47.55
9	B	28.78	29.71	30.64	31.57	32.50	33.42	34.35	35.28	36.21	37.14
	O	43.17	44.57	45.96	47.36	47.55	47.55	47.55	47.55	47.55	47.55
10	B	31.70	32.72	33.74	34.76	35.79	36.81	37.83	38.85	39.88	40.90
	O	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55
11	B	33.70	34.82	35.95	37.07	38.19	39.32	40.44	41.56	42.69	43.81
	O	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55
12	B	40.39	41.74	43.09	44.43	45.78	47.13	48.47	49.82	51.17	52.51
	O	47.55	47.55	47.55	47.55	47.55	47.55	48.47	49.82	51.17	52.51
13	B	48.03	49.63	51.24	52.84	54.44	56.04	57.64	59.24	60.84	62.45
	O	48.03	49.63	51.24	52.84	54.44	56.04	57.64	59.24	60.84	62.45
14	B	56.76	58.65	60.54	62.44	64.33	66.22	68.11	70.01	71.90	73.79
	O	56.76	58.65	60.54	62.44	64.33	66.22	68.11	70.01	71.90	73.79
15	B	66.77	68.99	71.22	73.44	75.67	76.81	76.81	76.81	76.81	76.81
	O	66.77	68.99	71.22	73.44	75.67	76.81	76.81	76.81	76.81	76.81

* 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.

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/>

SALARY TABLE 2016-SEA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.26%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA

TOTAL INCREASE: 1.37%

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	\$ 10.75	\$ 11.10	\$ 11.46	\$ 11.82	\$ 12.17	\$ 12.38	\$ 12.74	\$ 13.09	\$ 13.11	\$ 13.44
	O	16.13	16.65	17.19	17.73	18.26	18.57	19.11	19.64	19.67	20.16
2	B	12.08	12.37	12.77	13.11	13.26	13.65	14.04	14.43	14.82	15.21
	O	18.12	18.56	19.16	19.67	19.89	20.48	21.06	21.65	22.23	22.82
3	B	15.82	16.26	16.70	17.14	17.58	18.01	18.45	18.89	19.33	19.77
	O	23.73	24.39	25.05	25.71	26.37	27.02	27.68	28.34	29.00	29.66
4	B	17.76	18.25	18.74	19.24	19.73	20.22	20.72	21.21	21.70	22.20
	O	26.64	27.38	28.11	28.86	29.60	30.33	31.08	31.82	32.55	33.30
5	B	20.42	20.97	21.52	22.07	22.63	23.18	23.73	24.28	24.83	25.39
	O	30.63	31.46	32.28	33.11	33.95	34.77	35.60	36.42	37.25	38.09
6	B	21.53	22.15	22.76	23.38	23.99	24.61	25.22	25.84	26.45	27.07
	O	32.30	33.23	34.14	35.07	35.99	36.92	37.83	38.76	39.68	40.61
7	B	23.24	23.93	24.61	25.29	25.98	26.66	27.35	28.03	28.71	29.40
	O	34.86	35.90	36.92	37.94	38.97	39.99	41.03	42.05	42.83	42.83
8	B	24.23	24.98	25.74	26.50	27.25	28.01	28.77	29.52	30.28	31.04
	O	36.35	37.47	38.61	39.75	40.88	42.02	42.83	42.83	42.83	42.83
9	B	25.92	26.76	27.59	28.43	29.27	30.10	30.94	31.77	32.61	33.45
	O	38.88	40.14	41.39	42.65	42.83	42.83	42.83	42.83	42.83	42.83
10	B	28.55	29.47	30.39	31.31	32.23	33.15	34.07	34.99	35.91	36.84
	O	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83
11	B	30.35	31.36	32.38	33.39	34.40	35.41	36.42	37.43	38.45	39.46
	O	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83
12	B	36.38	37.59	38.80	40.02	41.23	42.44	43.66	44.87	46.08	47.29
	O	42.83	42.83	42.83	42.83	42.83	42.83	43.66	44.87	46.08	47.29
13	B	43.26	44.70	46.14	47.59	49.03	50.47	51.91	53.36	54.80	56.24
	O	43.26	44.70	46.14	47.59	49.03	50.47	51.91	53.36	54.80	56.24
14	B	51.12	52.82	54.53	56.23	57.94	59.64	61.34	63.05	64.75	66.46
	O	51.12	52.82	54.53	56.23	57.94	59.64	61.34	63.05	64.75	66.46
15	B	60.13	62.14	64.14	66.15	68.15	70.16	72.16	74.16	76.17	76.81
	O	60.13	62.14	64.14	66.15	68.15	70.16	72.16	74.16	76.17	76.81

* 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.

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/>

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/>

SALARY TABLE 2016-TU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.51%
FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, 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	\$ 10.06	\$ 10.40	\$ 10.74	\$ 11.07	\$ 11.40	\$ 11.60	\$ 11.93	\$ 12.26	\$ 12.28	\$ 12.59
	O	15.09	15.60	16.11	16.61	17.10	17.40	17.90	18.39	18.42	18.89
2	B	11.32	11.59	11.96	12.28	12.42	12.78	13.15	13.51	13.88	14.24
	O	16.98	17.39	17.94	18.42	18.63	19.17	19.73	20.27	20.82	21.36
3	B	14.82	15.23	15.64	16.05	16.46	16.87	17.28	17.70	18.11	18.52
	O	22.23	22.85	23.46	24.08	24.69	25.31	25.92	26.55	27.17	27.78
4	B	16.63	17.09	17.56	18.02	18.48	18.94	19.40	19.87	20.33	20.79
	O	24.95	25.64	26.34	27.03	27.72	28.41	29.10	29.81	30.50	31.19
5	B	19.13	19.64	20.16	20.68	21.19	21.71	22.23	22.74	23.26	23.78
	O	28.70	29.46	30.24	31.02	31.79	32.57	33.35	34.11	34.89	35.67
6	B	20.17	20.74	21.32	21.89	22.47	23.05	23.62	24.20	24.78	25.35
	O	30.26	31.11	31.98	32.84	33.71	34.58	35.43	36.30	37.17	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	40.11	40.11
8	B	22.69	23.40	24.11	24.82	25.53	26.24	26.94	27.65	28.36	29.07
	O	34.04	35.10	36.17	37.23	38.30	39.36	40.11	40.11	40.11	40.11
9	B	24.28	25.06	25.85	26.63	27.41	28.19	28.98	29.76	30.54	31.33
	O	36.42	37.59	38.78	39.95	40.11	40.11	40.11	40.11	40.11	40.11
10	B	26.74	27.60	28.46	29.32	30.19	31.05	31.91	32.77	33.64	34.50
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11
11	B	28.43	29.38	30.32	31.27	32.22	33.17	34.11	35.06	36.01	36.96
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11	40.11
12	B	34.07	35.21	36.35	37.48	38.62	39.75	40.89	42.02	43.16	44.30
	O	40.11	40.11	40.11	40.11	40.11	40.11	40.89	42.02	43.16	44.30
13	B	40.52	41.87	43.22	44.57	45.92	47.27	48.62	49.97	51.32	52.68
	O	40.52	41.87	43.22	44.57	45.92	47.27	48.62	49.97	51.32	52.68
14	B	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.24
	O	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.24
15	B	56.32	58.20	60.08	61.95	63.83	65.71	67.59	69.46	71.34	73.22
	O	56.32	58.20	60.08	61.95	63.83	65.71	67.59	69.46	71.34	73.22

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/>

SALARY TABLE 2016-DCB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.78%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
TOTAL INCREASE: 1.46%
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	\$ 10.97	\$ 11.33	\$ 11.70	\$ 12.06	\$ 12.43	\$ 12.64	\$ 13.00	\$ 13.36	\$ 13.38	\$ 13.72
	O	16.46	17.00	17.55	18.09	18.65	18.96	19.50	20.04	20.07	20.58
2	B	12.33	12.62	13.03	13.38	13.53	13.93	14.33	14.72	15.12	15.52
	O	18.50	18.93	19.55	20.07	20.30	20.90	21.50	22.08	22.68	23.28
3	B	16.14	16.59	17.04	17.49	17.94	18.39	18.83	19.28	19.73	20.18
	O	24.21	24.89	25.56	26.24	26.91	27.59	28.25	28.92	29.60	30.27
4	B	18.12	18.63	19.13	19.63	20.14	20.64	21.14	21.65	22.15	22.65
	O	27.18	27.95	28.70	29.45	30.21	30.96	31.71	32.48	33.23	33.98
5	B	20.84	21.40	21.97	22.53	23.09	23.66	24.22	24.78	25.35	25.91
	O	31.26	32.10	32.96	33.80	34.64	35.49	36.33	37.17	38.03	38.87
6	B	21.98	22.60	23.23	23.86	24.49	25.11	25.74	26.37	27.00	27.62
	O	32.97	33.90	34.85	35.79	36.74	37.67	38.61	39.56	40.50	41.43
7	B	23.72	24.42	25.12	25.82	26.51	27.21	27.91	28.61	29.30	30.00
	O	35.58	36.63	37.68	38.73	39.77	40.82	41.87	42.92	43.71	43.71
8	B	24.73	25.50	26.27	27.04	27.82	28.59	29.36	30.13	30.91	31.68
	O	37.10	38.25	39.41	40.56	41.73	42.89	43.71	43.71	43.71	43.71
9	B	26.46	27.31	28.16	29.02	29.87	30.72	31.58	32.43	33.28	34.14
	O	39.69	40.97	42.24	43.53	43.71	43.71	43.71	43.71	43.71	43.71
10	B	29.14	30.08	31.01	31.95	32.89	33.83	34.77	35.71	36.65	37.59
	O	43.71	43.71	43.71	43.71	43.71	43.71	43.71	43.71	43.71	43.71
11	B	30.98	32.01	33.04	34.08	35.11	36.14	37.17	38.21	39.24	40.27
	O	43.71	43.71	43.71	43.71	43.71	43.71	43.71	43.71	43.71	43.71
12	B	37.13	38.37	39.61	40.84	42.08	43.32	44.56	45.79	47.03	48.27
	O	43.71	43.71	43.71	43.71	43.71	43.71	44.56	45.79	47.03	48.27
13	B	44.15	45.62	47.10	48.57	50.04	51.51	52.98	54.46	55.93	57.40
	O	44.15	45.62	47.10	48.57	50.04	51.51	52.98	54.46	55.93	57.40
14	B	52.17	53.91	55.65	57.39	59.13	60.87	62.61	64.35	66.09	67.83
	O	52.17	53.91	55.65	57.39	59.13	60.87	62.61	64.35	66.09	67.83
15	B	61.37	63.42	65.46	67.51	69.56	71.60	73.65	75.69	76.81	76.81
	O	61.37	63.42	65.46	67.51	69.56	71.60	73.65	75.69	76.81	76.81

* 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.

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/>

SALARY TABLE 2016-RUS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.35%
FOR THE LOCALITY PAY AREA OF REST OF U.S.

TOTAL INCREASE: 1.17%

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	\$ 10.05	\$ 10.39	\$ 10.72	\$ 11.05	\$ 11.39	\$ 11.58	\$ 11.91	\$ 12.25	\$ 12.26	\$ 12.57
	O	15.08	15.59	16.08	16.58	17.09	17.37	17.87	18.38	18.39	18.86
2	B	11.30	11.57	11.94	12.26	12.40	12.76	13.13	13.49	13.86	14.22
	O	16.95	17.36	17.91	18.39	18.60	19.14	19.70	20.24	20.79	21.33
3	B	14.79	15.21	15.62	16.03	16.44	16.85	17.26	17.67	18.08	18.49
	O	22.19	22.82	23.43	24.05	24.66	25.28	25.89	26.51	27.12	27.74
4	B	16.61	17.07	17.53	17.99	18.45	18.92	19.38	19.84	20.30	20.76
	O	24.92	25.61	26.30	26.99	27.68	28.38	29.07	29.76	30.45	31.14
5	B	19.10	19.61	20.13	20.65	21.16	21.68	22.20	22.71	23.23	23.74
	O	28.65	29.42	30.20	30.98	31.74	32.52	33.30	34.07	34.85	35.61
6	B	20.14	20.71	21.29	21.86	22.44	23.01	23.59	24.17	24.74	25.32
	O	30.21	31.07	31.94	32.79	33.66	34.52	35.39	36.26	37.11	37.98
7	B	21.74	22.38	23.02	23.66	24.30	24.94	25.58	26.22	26.85	27.49
	O	32.61	33.57	34.53	35.49	36.45	37.41	38.37	39.33	40.05	40.05
8	B	22.66	23.37	24.07	24.78	25.49	26.20	26.91	27.61	28.32	29.03
	O	33.99	35.06	36.11	37.17	38.24	39.30	40.05	40.05	40.05	40.05
9	B	24.25	25.03	25.81	26.59	27.37	28.15	28.94	29.72	30.50	31.28
	O	36.38	37.55	38.72	39.89	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.56	28.42	29.28	30.15	31.01	31.87	32.73	33.59	34.45
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	28.39	29.33	30.28	31.23	32.17	33.12	34.07	35.01	35.96	36.90
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	34.03	35.16	36.29	37.43	38.56	39.70	40.83	41.97	43.10	44.23
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.83	41.97	43.10	44.23
13	B	40.46	41.81	43.16	44.51	45.86	47.21	48.56	49.90	51.25	52.60
	O	40.46	41.81	43.16	44.51	45.86	47.21	48.56	49.90	51.25	52.60
14	B	47.81	49.41	51.00	52.59	54.19	55.78	57.38	58.97	60.56	62.16
	O	47.81	49.41	51.00	52.59	54.19	55.78	57.38	58.97	60.56	62.16
15	B	56.24	58.12	59.99	61.87	63.74	65.62	67.49	69.37	71.24	73.12
	O	56.24	58.12	59.99	61.87	63.74	65.62	67.49	69.37	71.24	73.12

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/>

SALARY TABLE 2016-AK (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.16%

STATE OF ALASKA

TOTAL INCREASE: 1.38%

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	\$ 11.00	\$ 11.37	\$ 11.73	\$ 12.10	\$ 12.46	\$ 12.68	\$ 13.04	\$ 13.40	\$ 13.42	\$ 13.76
	O	16.50	17.06	17.60	18.15	18.69	19.02	19.56	20.10	20.13	20.64
2	B	12.37	12.66	13.07	13.42	13.57	13.97	14.37	14.77	15.17	15.57
	O	18.56	18.99	19.61	20.13	20.36	20.96	21.56	22.16	22.76	23.36
3	B	16.19	16.64	17.09	17.54	17.99	18.44	18.89	19.34	19.79	20.24
	O	24.29	24.96	25.64	26.31	26.99	27.66	28.34	29.01	29.69	30.36
4	B	18.18	18.68	19.19	19.69	20.20	20.70	21.21	21.71	22.22	22.72
	O	27.27	28.02	28.79	29.54	30.30	31.05	31.82	32.57	33.33	34.08
5	B	20.90	21.47	22.03	22.60	23.16	23.73	24.29	24.86	25.42	25.99
	O	31.35	32.21	33.05	33.90	34.74	35.60	36.44	37.29	38.13	38.99
6	B	22.04	22.67	23.30	23.93	24.56	25.19	25.82	26.45	27.08	27.71
	O	33.06	34.01	34.95	35.90	36.84	37.79	38.73	39.68	40.62	41.57
7	B	23.79	24.49	25.19	25.89	26.59	27.29	27.99	28.69	29.39	30.09
	O	35.69	36.74	37.79	38.84	39.89	40.94	41.99	43.04	43.83	43.83
8	B	24.80	25.58	26.35	27.13	27.90	28.68	29.45	30.22	31.00	31.77
	O	37.20	38.37	39.53	40.70	41.85	43.02	43.83	43.83	43.83	43.83
9	B	26.54	27.39	28.25	29.10	29.96	30.82	31.67	32.53	33.38	34.24
	O	39.81	41.09	42.38	43.65	43.83	43.83	43.83	43.83	43.83	43.83
10	B	29.22	30.17	31.11	32.05	33.00	33.94	34.88	35.82	36.77	37.71
	O	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83
11	B	31.07	32.11	33.14	34.18	35.21	36.25	37.29	38.32	39.36	40.39
	O	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83
12	B	37.24	38.48	39.73	40.97	42.21	43.45	44.69	45.93	47.17	48.42
	O	43.83	43.83	43.83	43.83	43.83	43.83	44.69	45.93	47.17	48.42
13	B	44.29	45.76	47.24	48.72	50.19	51.67	53.15	54.62	56.10	57.57
	O	44.29	45.76	47.24	48.72	50.19	51.67	53.15	54.62	56.10	57.57
14	B	52.33	54.08	55.82	57.57	59.31	61.06	62.80	64.54	66.29	68.03
	O	52.33	54.08	55.82	57.57	59.31	61.06	62.80	64.54	66.29	68.03
15	B	61.56	63.61	65.66	67.71	69.77	71.82	73.87	75.92	76.81	76.81
	O	61.56	63.61	65.66	67.71	69.77	71.82	73.87	75.92	76.81	76.81

* 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.

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/>

SALARY TABLE 2016-HI (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.81%

STATE OF HAWAII

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	\$ 10.27	\$ 10.61	\$ 10.95	\$ 11.29	\$ 11.63	\$ 11.83	\$ 12.17	\$ 12.51	\$ 12.52	\$ 12.84
	O	15.41	15.92	16.43	16.94	17.45	17.75	18.26	18.77	18.78	19.26
2	B	11.54	11.82	12.20	12.52	12.67	13.04	13.41	13.78	14.16	14.53
	O	17.31	17.73	18.30	18.78	19.01	19.56	20.12	20.67	21.24	21.80
3	B	15.11	15.53	15.95	16.37	16.79	17.21	17.63	18.05	18.47	18.89
	O	22.67	23.30	23.93	24.56	25.19	25.82	26.45	27.08	27.71	28.34
4	B	16.97	17.44	17.91	18.38	18.85	19.32	19.79	20.26	20.74	21.21
	O	25.46	26.16	26.87	27.57	28.28	28.98	29.69	30.39	31.11	31.82
5	B	19.51	20.04	20.56	21.09	21.62	22.15	22.67	23.20	23.73	24.25
	O	29.27	30.06	30.84	31.64	32.43	33.23	34.01	34.80	35.60	36.38
6	B	20.57	21.16	21.75	22.33	22.92	23.51	24.10	24.69	25.27	25.86
	O	30.86	31.74	32.63	33.50	34.38	35.27	36.15	37.04	37.91	38.79
7	B	22.21	22.86	23.51	24.17	24.82	25.47	26.13	26.78	27.43	28.09
	O	33.32	34.29	35.27	36.26	37.23	38.21	39.20	40.17	40.91	40.91
8	B	23.15	23.87	24.59	25.32	26.04	26.76	27.49	28.21	28.93	29.65
	O	34.73	35.81	36.89	37.98	39.06	40.14	40.91	40.91	40.91	40.91
9	B	24.77	25.57	26.36	27.16	27.96	28.76	29.56	30.36	31.16	31.95
	O	37.16	38.36	39.54	40.74	40.91	40.91	40.91	40.91	40.91	40.91
10	B	27.27	28.15	29.03	29.91	30.79	31.67	32.55	33.43	34.31	35.19
	O	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91
11	B	29.00	29.97	30.93	31.90	32.87	33.83	34.80	35.77	36.73	37.70
	O	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91
12	B	34.76	35.92	37.08	38.23	39.39	40.55	41.71	42.87	44.03	45.19
	O	40.91	40.91	40.91	40.91	40.91	40.91	41.71	42.87	44.03	45.19
13	B	41.33	42.71	44.09	45.47	46.84	48.22	49.60	50.98	52.36	53.73
	O	41.33	42.71	44.09	45.47	46.84	48.22	49.60	50.98	52.36	53.73
14	B	48.84	50.47	52.10	53.73	55.35	56.98	58.61	60.24	61.87	63.49
	O	48.84	50.47	52.10	53.73	55.35	56.98	58.61	60.24	61.87	63.49
15	B	57.45	59.37	61.28	63.20	65.11	67.03	68.94	70.86	72.77	74.69
	O	57.45	59.37	61.28	63.20	65.11	67.03	68.94	70.86	72.77	74.69

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/>