

**SALARY TABLE 2016-GL (LEO)**  
**SPECIAL BASE RATES FOR LAW ENFORCEMENT OFFICERS AT GRADES 3 TO 10**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE**  
**EFFECTIVE JANUARY 2016**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
3	\$ 27,002	\$ 27,752	\$ 28,502	\$ 29,252	\$ 30,002	\$ 30,752	\$ 31,502	\$ 32,252	\$ 33,002	\$ 33,752	\$ 750
4	30,313	31,155	31,997	32,839	33,681	34,523	35,365	36,207	37,049	37,891	842
5	34,856	35,798	36,740	37,682	38,624	39,566	40,508	41,450	42,392	43,334	942
6	36,754	37,804	38,854	39,904	40,954	42,004	43,054	44,104	45,154	46,204	1,050
7	39,677	40,844	42,011	43,178	44,345	45,512	46,679	47,846	49,013	50,180	1,167
8	41,355	42,647	43,939	45,231	46,523	47,815	49,107	50,399	51,691	52,983	1,292
9	44,250	45,677	47,104	48,531	49,958	51,385	52,812	54,239	55,666	57,093	1,427
10	48,730	50,302	51,874	53,446	55,018	56,590	58,162	59,734	61,306	62,878	1,572

NOTE: These special base rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F.)

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,001	\$ 21,703	\$ 22,401	\$ 23,096	\$ 23,794	\$ 24,203	\$ 24,894	\$ 25,590	\$ 25,617	\$ 26,265
2	23,611	24,173	24,955	25,617	25,908	26,670	27,433	28,195	28,958	29,720
3	30,915	31,773	32,632	33,491	34,349	35,208	36,067	36,925	37,784	38,643
4	34,705	35,669	36,633	37,597	38,561	39,525	40,489	41,453	42,417	43,381
5	39,907	40,985	42,064	43,142	44,221	45,299	46,378	47,456	48,535	49,613
6	42,080	43,282	44,484	45,686	46,888	48,090	49,293	50,495	51,697	52,899
7	45,426	46,762	48,098	49,434	50,771	52,107	53,443	54,779	56,115	57,451
8	47,347	48,827	50,306	51,785	53,264	54,743	56,223	57,702	59,181	60,660
9	50,662	52,296	53,929	55,563	57,197	58,831	60,464	62,098	63,732	65,366
10	55,791	57,591	59,391	61,190	62,990	64,790	66,590	68,389	70,189	71,989
11	59,318	61,296	63,273	65,250	67,227	69,205	71,182	73,159	75,136	77,114
12	71,099	73,469	75,839	78,209	80,579	82,949	85,319	87,689	90,059	92,429
13	84,546	87,365	90,184	93,003	95,821	98,640	101,459	104,277	107,096	109,915
14	99,907	103,238	106,568	109,899	113,229	116,560	119,890	123,221	126,552	129,882
15	117,519	121,437	125,355	129,273	133,191	137,109	141,026	144,944	148,862	152,780

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,979	\$ 21,680	\$ 22,378	\$ 23,072	\$ 23,770	\$ 24,178	\$ 24,867	\$ 25,563	\$ 25,590	\$ 26,238
2	23,587	24,148	24,929	25,590	25,881	26,642	27,404	28,166	28,928	29,689
3	30,882	31,740	32,598	33,456	34,313	35,171	36,029	36,887	37,744	38,602
4	34,669	35,632	36,595	37,558	38,521	39,484	40,447	41,410	42,373	43,336
5	39,865	40,942	42,020	43,097	44,174	45,252	46,329	47,406	48,484	49,561
6	42,036	43,236	44,437	45,638	46,839	48,040	49,241	50,442	51,643	52,844
7	45,379	46,713	48,048	49,383	50,717	52,052	53,387	54,721	56,056	57,391
8	47,298	48,775	50,253	51,731	53,208	54,686	56,164	57,641	59,119	60,597
9	50,609	52,241	53,873	55,505	57,137	58,769	60,401	62,033	63,665	65,297
10	55,733	57,530	59,328	61,126	62,924	64,722	66,520	68,318	70,116	71,914
11	59,256	61,231	63,207	65,182	67,157	69,132	71,107	73,082	75,058	77,033
12	71,025	73,392	75,760	78,127	80,495	82,862	85,230	87,597	89,965	92,332
13	84,458	87,273	90,089	92,905	95,721	98,537	101,352	104,168	106,984	109,800
14	99,803	103,130	106,457	109,784	113,111	116,438	119,765	123,092	126,419	129,746
15	117,396	121,310	125,224	129,137	133,051	136,965	140,879	144,792	148,706	152,620

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,935	\$ 22,668	\$ 23,397	\$ 24,123	\$ 24,852	\$ 25,279	\$ 26,000	\$ 26,727	\$ 26,756	\$ 27,433
2	24,661	25,248	26,065	26,756	27,060	27,856	28,653	29,449	30,245	31,042
3	32,289	33,186	34,083	34,980	35,876	36,773	37,670	38,567	39,464	40,361
4	36,248	37,255	38,262	39,269	40,276	41,283	42,289	43,296	44,303	45,310
5	41,681	42,807	43,934	45,060	46,187	47,313	48,439	49,566	50,692	51,819
6	43,950	45,206	46,462	47,717	48,973	50,228	51,484	52,740	53,995	55,251
7	47,446	48,841	50,237	51,632	53,028	54,423	55,819	57,214	58,610	60,005
8	49,452	50,997	52,542	54,087	55,632	57,177	58,722	60,267	61,812	63,357
9	52,914	54,621	56,327	58,033	59,740	61,446	63,153	64,859	66,565	68,272
10	58,271	60,151	62,031	63,911	65,791	67,670	69,550	71,430	73,310	75,190
11	61,956	64,021	66,086	68,151	70,216	72,281	74,346	76,412	78,477	80,542
12	74,260	76,736	79,211	81,686	84,162	86,637	89,112	91,588	94,063	96,538
13	88,305	91,249	94,193	97,137	100,081	103,025	105,969	108,913	111,858	114,802
14	104,349	107,828	111,306	114,785	118,263	121,742	125,221	128,699	132,178	135,656
15	122,744	126,836	130,928	135,020	139,112	143,204	147,296	151,388	155,480	159,572

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,005	\$ 21,707	\$ 22,405	\$ 23,100	\$ 23,799	\$ 24,207	\$ 24,898	\$ 25,594	\$ 25,622	\$ 26,270
2	23,615	24,178	24,960	25,622	25,912	26,675	27,438	28,200	28,963	29,726
3	30,920	31,779	32,638	33,496	34,355	35,214	36,073	36,932	37,791	38,649
4	34,711	35,676	36,640	37,604	38,568	39,532	40,496	41,461	42,425	43,389
5	39,914	40,992	42,071	43,150	44,228	45,307	46,386	47,464	48,543	49,622
6	42,087	43,289	44,492	45,694	46,896	48,099	49,301	50,503	51,706	52,908
7	45,434	46,770	48,107	49,443	50,779	52,116	53,452	54,788	56,125	57,461
8	47,356	48,835	50,315	51,794	53,273	54,753	56,232	57,712	59,191	60,671
9	50,671	52,305	53,939	55,573	57,207	58,841	60,475	62,109	63,743	65,377
10	55,801	57,601	59,401	61,201	63,001	64,801	66,601	68,401	70,202	72,002
11	59,329	61,306	63,284	65,262	67,239	69,217	71,194	73,172	75,149	77,127
12	71,112	73,482	75,853	78,223	80,593	82,964	85,334	87,704	90,075	92,445
13	84,561	87,380	90,200	93,019	95,838	98,657	101,476	104,296	107,115	109,934
14	99,925	103,256	106,587	109,918	113,249	116,580	119,911	123,243	126,574	129,905
15	117,540	121,458	125,377	129,296	133,214	137,133	141,051	144,970	148,888	152,807

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,964	\$ 23,731	\$ 24,495	\$ 25,255	\$ 26,018	\$ 26,465	\$ 27,220	\$ 27,981	\$ 28,011	\$ 28,720
2	25,818	26,433	27,288	28,011	28,329	29,163	29,997	30,831	31,664	32,498
3	33,804	34,743	35,682	36,621	37,560	38,498	39,437	40,376	41,315	42,254
4	37,949	39,003	40,057	41,111	42,165	43,219	44,273	45,328	46,382	47,436
5	43,636	44,816	45,995	47,174	48,353	49,533	50,712	51,891	53,071	54,250
6	46,012	47,327	48,641	49,956	51,270	52,585	53,899	55,214	56,528	57,843
7	49,672	51,133	52,594	54,055	55,516	56,976	58,437	59,898	61,359	62,820
8	51,772	53,390	55,007	56,625	58,242	59,860	61,477	63,095	64,712	66,329
9	55,397	57,183	58,969	60,756	62,542	64,329	66,115	67,902	69,688	71,475
10	61,005	62,973	64,941	66,909	68,877	70,845	72,813	74,781	76,749	78,717
11	64,862	67,024	69,186	71,348	73,510	75,672	77,834	79,996	82,158	84,320
12	77,744	80,336	82,927	85,519	88,110	90,701	93,293	95,884	98,476	101,067
13	92,448	95,530	98,612	101,694	104,777	107,859	110,941	114,023	117,105	120,187
14	109,245	112,886	116,528	120,170	123,812	127,453	131,095	134,737	138,379	142,021
15	128,503	132,787	137,071	141,355	145,639	149,923	154,207	158,491	160,300 *	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,518	\$ 22,237	\$ 22,953	\$ 23,665	\$ 24,381	\$ 24,799	\$ 25,507	\$ 26,220	\$ 26,248	\$ 26,912
2	24,193	24,769	25,570	26,248	26,546	27,327	28,109	28,890	29,671	30,453
3	31,676	32,556	33,436	34,316	35,195	36,075	36,955	37,835	38,715	39,594
4	35,560	36,548	37,536	38,523	39,511	40,499	41,487	42,474	43,462	44,450
5	40,890	41,995	43,100	44,205	45,310	46,415	47,520	48,625	49,730	50,835
6	43,116	44,348	45,580	46,811	48,043	49,275	50,507	51,738	52,970	54,202
7	46,545	47,914	49,283	50,652	52,021	53,390	54,759	56,128	57,497	58,866
8	48,514	50,029	51,545	53,060	54,576	56,092	57,607	59,123	60,639	62,154
9	51,910	53,584	55,258	56,932	58,606	60,280	61,954	63,628	65,302	66,976
10	57,165	59,009	60,853	62,698	64,542	66,386	68,230	70,074	71,918	73,762
11	60,779	62,805	64,831	66,857	68,883	70,909	72,935	74,961	76,987	79,013
12	72,851	75,279	77,707	80,136	82,564	84,992	87,421	89,849	92,277	94,706
13	86,629	89,517	92,405	95,293	98,181	101,070	103,958	106,846	109,734	112,622
14	102,368	105,781	109,193	112,606	116,018	119,431	122,844	126,256	129,669	133,081
15	120,414	124,428	128,443	132,457	136,471	140,486	144,500	148,514	152,529	156,543

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,992	\$ 21,693	\$ 22,391	\$ 23,086	\$ 23,784	\$ 24,193	\$ 24,883	\$ 25,578	\$ 25,606	\$ 26,254
2	23,601	24,163	24,944	25,606	25,897	26,659	27,421	28,183	28,945	29,707
3	30,901	31,759	32,618	33,476	34,334	35,193	36,051	36,909	37,767	38,626
4	34,690	35,654	36,617	37,581	38,545	39,508	40,472	41,435	42,399	43,362
5	39,889	40,967	42,045	43,123	44,201	45,279	46,357	47,435	48,513	49,591
6	42,061	43,263	44,465	45,666	46,868	48,069	49,271	50,473	51,674	52,876
7	45,406	46,742	48,077	49,413	50,748	52,084	53,419	54,755	56,090	57,426
8	47,327	48,805	50,284	51,762	53,241	54,719	56,198	57,677	59,155	60,634
9	50,640	52,273	53,906	55,539	57,172	58,805	60,438	62,071	63,704	65,337
10	55,767	57,566	59,365	61,164	62,963	64,762	66,561	68,360	70,159	71,958
11	59,293	61,269	63,245	65,222	67,198	69,174	71,151	73,127	75,104	77,080
12	71,068	73,437	75,806	78,175	80,544	82,913	85,282	87,651	90,020	92,389
13	84,509	87,327	90,144	92,962	95,779	98,597	101,414	104,232	107,049	109,867
14	99,864	103,193	106,522	109,851	113,180	116,509	119,838	123,167	126,496	129,825
15	117,468	121,384	125,300	129,216	133,133	137,049	140,965	144,881	148,797	152,713

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,009	\$ 23,778	\$ 24,544	\$ 25,305	\$ 26,070	\$ 26,518	\$ 27,274	\$ 28,037	\$ 28,067	\$ 28,777
2	25,869	26,485	27,342	28,067	28,386	29,221	30,057	30,892	31,728	32,563
3	33,871	34,812	35,753	36,694	37,635	38,575	39,516	40,457	41,398	42,339
4	38,025	39,081	40,137	41,193	42,249	43,306	44,362	45,418	46,474	47,530
5	43,723	44,905	46,087	47,268	48,450	49,632	50,813	51,995	53,177	54,358
6	46,104	47,421	48,738	50,056	51,373	52,690	54,007	55,324	56,641	57,958
7	49,771	51,235	52,699	54,162	55,626	57,090	58,554	60,018	61,482	62,946
8	51,876	53,496	55,117	56,738	58,358	59,979	61,600	63,221	64,841	66,462
9	55,507	57,297	59,087	60,877	62,667	64,457	66,247	68,037	69,827	71,617
10	61,127	63,099	65,071	67,043	69,015	70,986	72,958	74,930	76,902	78,874
11	64,992	67,158	69,324	71,491	73,657	75,823	77,990	80,156	82,323	84,489
12	77,899	80,496	83,093	85,689	88,286	90,883	93,479	96,076	98,672	101,269
13	92,632	95,721	98,809	101,897	104,986	108,074	111,162	114,251	117,339	120,427
14	109,463	113,112	116,761	120,410	124,059	127,708	131,357	135,006	138,655	142,304
15	128,759	133,052	137,344	141,637	145,929	150,222	154,514	158,807	160,300 *	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,784	\$ 22,512	\$ 23,237	\$ 23,957	\$ 24,682	\$ 25,106	\$ 25,822	\$ 26,544	\$ 26,573	\$ 27,245
2	24,492	25,075	25,886	26,573	26,874	27,665	28,456	29,247	30,038	30,829
3	32,068	32,958	33,849	34,740	35,630	36,521	37,412	38,302	39,193	40,084
4	36,000	37,000	38,000	39,000	40,000	41,000	41,999	42,999	43,999	44,999
5	41,395	42,514	43,632	44,751	45,870	46,989	48,107	49,226	50,345	51,463
6	43,649	44,896	46,143	47,390	48,637	49,884	51,131	52,378	53,625	54,872
7	47,120	48,506	49,892	51,278	52,664	54,050	55,436	56,822	58,208	59,594
8	49,113	50,648	52,182	53,716	55,251	56,785	58,319	59,854	61,388	62,923
9	52,551	54,246	55,941	57,635	59,330	61,025	62,720	64,414	66,109	67,804
10	57,872	59,739	61,606	63,472	65,339	67,206	69,073	70,940	72,807	74,674
11	61,531	63,582	65,633	67,684	69,735	71,786	73,837	75,888	77,939	79,990
12	73,751	76,209	78,668	81,126	83,584	86,043	88,501	90,959	93,418	95,876
13	87,700	90,623	93,547	96,471	99,395	102,319	105,243	108,167	111,090	114,014
14	103,634	107,088	110,543	113,998	117,452	120,907	124,362	127,817	131,271	134,726
15	121,902	125,966	130,030	134,094	138,158	142,222	146,286	150,350	154,414	158,478

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,804	\$ 22,533	\$ 23,258	\$ 23,980	\$ 24,705	\$ 25,129	\$ 25,846	\$ 26,569	\$ 26,597	\$ 27,270
2	24,515	25,098	25,910	26,597	26,899	27,691	28,482	29,274	30,066	30,857
3	32,097	32,989	33,880	34,772	35,663	36,555	37,446	38,338	39,229	40,121
4	36,033	37,034	38,035	39,036	40,037	41,037	42,038	43,039	44,040	45,041
5	41,433	42,553	43,673	44,793	45,912	47,032	48,152	49,272	50,391	51,511
6	43,689	44,938	46,186	47,434	48,682	49,930	51,178	52,426	53,675	54,923
7	47,164	48,551	49,938	51,326	52,713	54,100	55,487	56,875	58,262	59,649
8	49,159	50,694	52,230	53,766	55,302	56,838	58,373	59,909	61,445	62,981
9	52,600	54,296	55,993	57,689	59,385	61,081	62,778	64,474	66,170	67,866
10	57,925	59,794	61,663	63,531	65,400	67,269	69,137	71,006	72,874	74,743
11	61,588	63,641	65,694	67,746	69,799	71,852	73,905	75,958	78,011	80,064
12	73,819	76,280	78,741	81,201	83,662	86,123	88,583	91,044	93,504	95,965
13	87,781	90,707	93,634	96,560	99,487	102,414	105,340	108,267	111,193	114,120
14	103,730	107,187	110,645	114,103	117,561	121,019	124,477	127,935	131,393	134,851
15	122,015	126,083	130,151	134,218	138,286	142,354	146,422	150,489	154,557	158,625

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,006	\$ 21,708	\$ 22,407	\$ 23,102	\$ 23,801	\$ 24,210	\$ 24,900	\$ 25,596	\$ 25,624	\$ 26,272
2	23,617	24,180	24,962	25,624	25,915	26,677	27,440	28,203	28,966	29,728
3	30,923	31,782	32,640	33,499	34,358	35,217	36,076	36,935	37,794	38,653
4	34,714	35,679	36,643	37,607	38,571	39,536	40,500	41,464	42,429	43,393
5	39,917	40,996	42,075	43,153	44,232	45,311	46,390	47,469	48,547	49,626
6	42,091	43,293	44,496	45,698	46,901	48,103	49,305	50,508	51,710	52,913
7	45,438	46,775	48,111	49,447	50,784	52,120	53,457	54,793	56,130	57,466
8	47,360	48,839	50,319	51,799	53,278	54,758	56,237	57,717	59,197	60,676
9	50,675	52,309	53,944	55,578	57,212	58,846	60,480	62,115	63,749	65,383
10	55,806	57,606	59,406	61,206	63,007	64,807	66,607	68,407	70,208	72,008
11	59,334	61,312	63,289	65,267	67,245	69,223	71,201	73,178	75,156	77,134
12	71,118	73,489	75,859	78,230	80,600	82,971	85,341	87,712	90,083	92,453
13	84,568	87,388	90,207	93,027	95,846	98,666	101,485	104,305	107,124	109,944
14	99,934	103,265	106,596	109,928	113,259	116,591	119,922	123,253	126,585	129,916
15	117,550	121,469	125,388	129,307	133,226	137,145	141,063	144,982	148,901	152,820

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,537	\$ 22,256	\$ 22,972	\$ 23,685	\$ 24,401	\$ 24,820	\$ 25,528	\$ 26,242	\$ 26,270	\$ 26,935
2	24,213	24,790	25,592	26,270	26,569	27,351	28,133	28,915	29,697	30,478
3	31,703	32,584	33,464	34,345	35,225	36,106	36,986	37,867	38,748	39,628
4	35,590	36,579	37,568	38,556	39,545	40,533	41,522	42,511	43,499	44,488
5	40,924	42,030	43,136	44,242	45,348	46,454	47,560	48,666	49,772	50,878
6	43,153	44,386	45,618	46,851	48,084	49,317	50,550	51,783	53,015	54,248
7	46,585	47,955	49,325	50,695	52,065	53,436	54,806	56,176	57,546	58,916
8	48,555	50,072	51,589	53,106	54,623	56,140	57,657	59,173	60,690	62,207
9	51,954	53,629	55,305	56,980	58,656	60,331	62,007	63,682	65,357	67,033
10	57,214	59,060	60,905	62,751	64,597	66,442	68,288	70,134	71,979	73,825
11	60,831	62,859	64,887	66,914	68,942	70,970	72,997	75,025	77,053	79,080
12	72,913	75,343	77,774	80,204	82,634	85,065	87,495	89,925	92,356	94,786
13	86,703	89,593	92,484	95,374	98,265	101,156	104,046	106,937	109,828	112,718
14	102,455	105,871	109,286	112,702	116,117	119,533	122,948	126,364	129,779	133,195
15	120,517	124,534	128,552	132,570	136,588	140,606	144,623	148,641	152,659	156,677

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,202	\$ 22,944	\$ 23,683	\$ 24,417	\$ 25,156	\$ 25,588	\$ 26,318	\$ 27,054	\$ 27,083	\$ 27,768
2	24,962	25,556	26,383	27,083	27,390	28,196	29,002	29,809	30,615	31,421
3	32,683	33,591	34,499	35,407	36,314	37,222	38,130	39,038	39,946	40,853
4	36,691	37,710	38,729	39,748	40,767	41,787	42,806	43,825	44,844	45,863
5	42,190	43,330	44,470	45,610	46,750	47,891	49,031	50,171	51,311	52,451
6	44,487	45,758	47,029	48,300	49,571	50,842	52,113	53,383	54,654	55,925
7	48,025	49,438	50,850	52,263	53,675	55,088	56,500	57,913	59,325	60,738
8	50,056	51,620	53,184	54,748	56,311	57,875	59,439	61,003	62,567	64,131
9	53,560	55,287	57,015	58,742	60,469	62,196	63,924	65,651	67,378	69,105
10	58,983	60,886	62,788	64,691	66,594	68,497	70,399	72,302	74,205	76,108
11	62,712	64,802	66,893	68,983	71,073	73,164	75,254	77,345	79,435	81,525
12	75,167	77,673	80,178	82,684	85,189	87,695	90,200	92,706	95,211	97,717
13	89,383	92,363	95,343	98,323	101,303	104,283	107,263	110,243	113,223	116,203
14	105,623	109,144	112,665	116,186	119,707	123,228	126,749	130,271	133,792	137,313
15	124,243	128,385	132,527	136,669	140,811	144,953	149,095	153,237	157,379	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,990	\$ 21,691	\$ 22,389	\$ 23,084	\$ 23,782	\$ 24,191	\$ 24,881	\$ 25,576	\$ 25,604	\$ 26,251
2	23,599	24,161	24,942	25,604	25,894	26,656	27,419	28,181	28,943	29,705
3	30,898	31,757	32,615	33,473	34,331	35,190	36,048	36,906	37,764	38,622
4	34,687	35,651	36,614	37,578	38,541	39,505	40,468	41,432	42,395	43,359
5	39,886	40,964	42,042	43,120	44,197	45,275	46,353	47,431	48,509	49,587
6	42,058	43,259	44,461	45,662	46,864	48,065	49,267	50,468	51,670	52,871
7	45,402	46,738	48,073	49,409	50,744	52,079	53,415	54,750	56,086	57,421
8	47,323	48,801	50,279	51,758	53,236	54,715	56,193	57,672	59,150	60,628
9	50,635	52,268	53,901	55,534	57,167	58,800	60,433	62,066	63,699	65,332
10	55,762	57,561	59,359	61,158	62,957	64,756	66,555	68,354	70,152	71,951
11	59,287	61,264	63,240	65,216	67,192	69,168	71,145	73,121	75,097	77,073
12	71,062	73,431	75,800	78,168	80,537	82,906	85,274	87,643	90,012	92,380
13	84,502	87,319	90,137	92,954	95,771	98,588	101,406	104,223	107,040	109,857
14	99,855	103,184	106,513	109,841	113,170	116,499	119,828	123,156	126,485	129,814
15	117,458	121,374	125,289	129,205	133,121	137,037	140,953	144,868	148,784	152,700

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,370	\$ 22,084	\$ 22,794	\$ 23,502	\$ 24,212	\$ 24,628	\$ 25,331	\$ 26,039	\$ 26,067	\$ 26,726
2	24,026	24,598	25,394	26,067	26,363	27,139	27,915	28,690	29,466	30,242
3	31,457	32,331	33,205	34,079	34,952	35,826	36,700	37,574	38,447	39,321
4	35,315	36,296	37,277	38,257	39,238	40,219	41,200	42,181	43,162	44,143
5	40,607	41,705	42,802	43,900	44,997	46,094	47,192	48,289	49,387	50,484
6	42,818	44,042	45,265	46,488	47,711	48,935	50,158	51,381	52,604	53,828
7	46,224	47,583	48,943	50,302	51,662	53,021	54,381	55,741	57,100	58,460
8	48,179	49,684	51,189	52,694	54,199	55,704	57,210	58,715	60,220	61,725
9	51,551	53,214	54,876	56,539	58,201	59,864	61,526	63,188	64,851	66,513
10	56,770	58,602	60,433	62,265	64,096	65,927	67,759	69,590	71,421	73,253
11	60,360	62,372	64,384	66,396	68,408	70,420	72,432	74,444	76,455	78,467
12	72,348	74,759	77,171	79,582	81,994	84,405	86,817	89,229	91,640	94,052
13	86,031	88,899	91,767	94,635	97,504	100,372	103,240	106,108	108,976	111,845
14	101,661	105,050	108,439	111,828	115,217	118,606	121,995	125,384	128,773	132,162
15	119,583	123,569	127,556	131,542	135,529	139,516	143,502	147,489	151,476	155,462

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,549	\$ 23,303	\$ 24,052	\$ 24,799	\$ 25,549	\$ 25,987	\$ 26,729	\$ 27,476	\$ 27,506	\$ 28,201
2	25,352	25,955	26,795	27,506	27,818	28,637	29,455	30,274	31,093	31,911
3	33,194	34,116	35,038	35,959	36,881	37,803	38,725	39,647	40,569	41,491
4	37,264	38,299	39,334	40,369	41,404	42,439	43,474	44,509	45,544	46,579
5	42,848	44,006	45,164	46,322	47,480	48,638	49,796	50,954	52,112	53,270
6	45,182	46,472	47,763	49,054	50,345	51,636	52,926	54,217	55,508	56,799
7	48,775	50,210	51,644	53,079	54,513	55,948	57,382	58,817	60,252	61,686
8	50,838	52,426	54,014	55,602	57,191	58,779	60,367	61,955	63,544	65,132
9	54,397	56,151	57,905	59,659	61,413	63,168	64,922	66,676	68,430	70,184
10	59,904	61,836	63,769	65,701	67,634	69,566	71,499	73,431	75,363	77,296
11	63,691	65,814	67,937	70,060	72,183	74,306	76,429	78,552	80,675	82,798
12	76,341	78,885	81,430	83,975	86,519	89,064	91,609	94,153	96,698	99,243
13	90,779	93,805	96,832	99,858	102,885	105,912	108,938	111,965	114,991	118,018
14	107,272	110,848	114,424	118,001	121,577	125,153	128,729	132,305	135,881	139,457
15	126,183	130,389	134,596	138,803	143,009	147,216	151,423	155,629	159,836	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,819	\$ 23,581	\$ 24,340	\$ 25,095	\$ 25,854	\$ 26,298	\$ 27,048	\$ 27,805	\$ 27,835	\$ 28,539
2	25,655	26,266	27,115	27,835	28,150	28,979	29,807	30,636	31,464	32,293
3	33,590	34,523	35,456	36,389	37,322	38,255	39,188	40,121	41,054	41,987
4	37,709	38,757	39,804	40,852	41,899	42,947	43,994	45,042	46,089	47,136
5	43,361	44,533	45,705	46,876	48,048	49,220	50,392	51,564	52,736	53,907
6	45,722	47,028	48,334	49,641	50,947	52,253	53,559	54,865	56,172	57,478
7	49,358	50,810	52,262	53,713	55,165	56,617	58,069	59,520	60,972	62,424
8	51,446	53,053	54,660	56,267	57,875	59,482	61,089	62,696	64,304	65,911
9	55,047	56,822	58,597	60,373	62,148	63,923	65,698	67,473	69,249	71,024
10	60,620	62,576	64,531	66,487	68,442	70,398	72,354	74,309	76,265	78,220
11	64,453	66,601	68,750	70,898	73,046	75,195	77,343	79,492	81,640	83,788
12	77,254	79,829	82,404	84,979	87,554	90,129	92,704	95,279	97,854	100,429
13	91,864	94,927	97,990	101,053	104,115	107,178	110,241	113,304	116,366	119,429
14	108,555	112,174	115,793	119,412	123,030	126,649	130,268	133,887	137,506	141,124
15	127,692	131,949	136,206	140,463	144,719	148,976	153,233	157,490	160,300 *	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,997	\$ 21,699	\$ 22,397	\$ 23,092	\$ 23,790	\$ 24,199	\$ 24,889	\$ 25,585	\$ 25,613	\$ 26,261
2	23,607	24,169	24,951	25,613	25,903	26,666	27,428	28,191	28,953	29,715
3	30,909	31,768	32,626	33,485	34,343	35,202	36,060	36,919	37,777	38,636
4	34,699	35,663	36,627	37,591	38,555	39,518	40,482	41,446	42,410	43,374
5	39,900	40,978	42,056	43,135	44,213	45,291	46,370	47,448	48,526	49,604
6	42,072	43,274	44,476	45,678	46,880	48,082	49,284	50,486	51,688	52,890
7	45,418	46,754	48,090	49,426	50,762	52,098	53,433	54,769	56,105	57,441
8	47,339	48,818	50,297	51,776	53,255	54,734	56,213	57,692	59,171	60,650
9	50,653	52,286	53,920	55,553	57,187	58,820	60,454	62,087	63,721	65,354
10	55,781	57,581	59,380	61,180	62,979	64,779	66,578	68,378	70,177	71,976
11	59,308	61,285	63,262	65,239	67,216	69,193	71,169	73,146	75,123	77,100
12	71,087	73,457	75,826	78,196	80,565	82,935	85,304	87,674	90,043	92,413
13	84,532	87,350	90,168	92,986	95,805	98,623	101,441	104,259	107,078	109,896
14	99,890	103,220	106,550	109,880	113,210	116,540	119,870	123,199	126,529	129,859
15	117,499	121,416	125,333	129,250	133,168	137,085	141,002	144,919	148,836	152,753

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,149	\$ 23,922	\$ 24,692	\$ 25,458	\$ 26,228	\$ 26,679	\$ 27,440	\$ 28,207	\$ 28,237	\$ 28,952
2	26,026	26,646	27,508	28,237	28,558	29,398	30,239	31,079	31,920	32,760
3	34,077	35,023	35,970	36,916	37,863	38,809	39,756	40,702	41,649	42,595
4	38,255	39,318	40,380	41,443	42,505	43,568	44,631	45,693	46,756	47,818
5	43,988	45,177	46,366	47,555	48,743	49,932	51,121	52,310	53,499	54,688
6	46,384	47,709	49,034	50,359	51,684	53,009	54,334	55,659	56,984	58,309
7	50,072	51,545	53,018	54,491	55,963	57,436	58,909	60,382	61,854	63,327
8	52,190	53,821	55,451	57,082	58,712	60,343	61,973	63,604	65,234	66,865
9	55,844	57,644	59,445	61,246	63,047	64,848	66,649	68,450	70,250	72,051
10	61,497	63,481	65,465	67,449	69,433	71,417	73,400	75,384	77,368	79,352
11	65,385	67,565	69,744	71,924	74,103	76,283	78,462	80,642	82,821	85,001
12	78,371	80,984	83,596	86,208	88,821	91,433	94,046	96,658	99,270	101,883
13	93,194	96,301	99,408	102,515	105,622	108,729	111,836	114,943	118,050	121,157
14	110,126	113,797	117,468	121,139	124,811	128,482	132,153	135,824	139,495	143,166
15	129,539	133,858	138,176	142,495	146,814	151,132	155,451	159,769	160,300 *	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,683	\$ 24,474	\$ 25,262	\$ 26,045	\$ 26,833	\$ 27,294	\$ 28,072	\$ 28,857	\$ 28,888	\$ 29,619
2	26,626	27,260	28,142	28,888	29,216	30,076	30,936	31,796	32,656	33,516
3	34,862	35,831	36,799	37,767	38,736	39,704	40,672	41,641	42,609	43,577
4	39,137	40,224	41,311	42,398	43,486	44,573	45,660	46,747	47,834	48,921
5	45,003	46,219	47,435	48,651	49,867	51,084	52,300	53,516	54,732	55,949
6	47,453	48,809	50,164	51,520	52,876	54,231	55,587	56,943	58,298	59,654
7	51,227	52,734	54,240	55,747	57,254	58,761	60,267	61,774	63,281	64,787
8	53,393	55,062	56,730	58,398	60,066	61,734	63,402	65,070	66,738	68,406
9	57,131	58,974	60,816	62,658	64,501	66,343	68,186	70,028	71,870	73,713
10	62,915	64,945	66,975	69,004	71,034	73,063	75,093	77,123	79,152	81,182
11	66,893	69,123	71,353	73,582	75,812	78,042	80,272	82,501	84,731	86,961
12	80,179	82,851	85,524	88,196	90,869	93,541	96,214	98,887	101,559	104,232
13	95,343	98,521	101,700	104,879	108,057	111,236	114,415	117,593	120,772	123,951
14	112,665	116,421	120,177	123,933	127,688	131,444	135,200	138,956	142,712	146,468
15	132,526	136,944	141,363	145,781	150,199	154,617	159,035	160,300 *	160,300 *	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,346	\$ 22,059	\$ 22,769	\$ 23,475	\$ 24,185	\$ 24,601	\$ 25,302	\$ 26,010	\$ 26,038	\$ 26,696
2	23,999	24,570	25,365	26,038	26,333	27,108	27,883	28,658	29,433	30,208
3	31,422	32,295	33,168	34,041	34,913	35,786	36,659	37,532	38,404	39,277
4	35,275	36,255	37,235	38,215	39,195	40,174	41,154	42,134	43,114	44,094
5	40,562	41,658	42,754	43,851	44,947	46,043	47,139	48,235	49,332	50,428
6	42,771	43,993	45,214	46,436	47,658	48,880	50,102	51,324	52,546	53,768
7	46,172	47,530	48,888	50,246	51,604	52,962	54,320	55,678	57,036	58,394
8	48,125	49,628	51,132	52,635	54,139	55,642	57,146	58,649	60,153	61,656
9	51,494	53,154	54,815	56,476	58,136	59,797	61,457	63,118	64,779	66,439
10	56,707	58,536	60,366	62,195	64,024	65,854	67,683	69,512	71,342	73,171
11	60,292	62,302	64,312	66,322	68,331	70,341	72,351	74,360	76,370	78,380
12	72,267	74,676	77,085	79,494	81,902	84,311	86,720	89,129	91,538	93,947
13	85,935	88,800	91,665	94,530	97,395	100,260	103,125	105,990	108,855	111,720
14	101,548	104,933	108,318	111,704	115,089	118,474	121,859	125,244	128,630	132,015
15	119,449	123,431	127,414	131,396	135,378	139,360	143,342	147,324	151,307	155,289

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,080	\$ 21,784	\$ 22,485	\$ 23,183	\$ 23,884	\$ 24,294	\$ 24,987	\$ 25,686	\$ 25,713	\$ 26,364
2	23,700	24,264	25,049	25,713	26,005	26,771	27,536	28,301	29,067	29,832
3	31,031	31,893	32,754	33,616	34,478	35,340	36,202	37,064	37,926	38,788
4	34,836	35,803	36,771	37,739	38,706	39,674	40,641	41,609	42,577	43,544
5	40,057	41,139	42,222	43,304	44,387	45,469	46,552	47,634	48,717	49,799
6	42,238	43,444	44,651	45,858	47,064	48,271	49,478	50,684	51,891	53,098
7	45,597	46,938	48,279	49,620	50,961	52,302	53,644	54,985	56,326	57,667
8	47,525	49,010	50,495	51,979	53,464	54,949	56,434	57,919	59,403	60,888
9	50,852	52,492	54,132	55,772	57,412	59,052	60,692	62,331	63,971	65,611
10	56,001	57,807	59,614	61,420	63,227	65,033	66,840	68,646	70,453	72,259
11	59,541	61,526	63,511	65,495	67,480	69,465	71,449	73,434	75,419	77,403
12	71,366	73,745	76,124	78,503	80,882	83,261	85,640	88,018	90,397	92,776
13	84,864	87,693	90,522	93,352	96,181	99,010	101,840	104,669	107,498	110,328
14	100,283	103,626	106,969	110,312	113,655	116,998	120,341	123,684	127,027	130,370
15	117,961	121,893	125,826	129,758	133,691	137,624	141,556	145,489	149,421	153,354

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,001	\$ 21,703	\$ 22,401	\$ 23,096	\$ 23,794	\$ 24,203	\$ 24,894	\$ 25,590	\$ 25,617	\$ 26,265
2	23,611	24,173	24,955	25,617	25,908	26,670	27,433	28,195	28,958	29,720
3	30,915	31,773	32,632	33,491	34,349	35,208	36,067	36,925	37,784	38,643
4	34,705	35,669	36,633	37,597	38,561	39,525	40,489	41,453	42,417	43,381
5	39,907	40,985	42,064	43,142	44,221	45,299	46,378	47,456	48,535	49,613
6	42,080	43,282	44,484	45,686	46,888	48,090	49,293	50,495	51,697	52,899
7	45,426	46,762	48,098	49,434	50,771	52,107	53,443	54,779	56,115	57,451
8	47,347	48,827	50,306	51,785	53,264	54,743	56,223	57,702	59,181	60,660
9	50,662	52,296	53,929	55,563	57,197	58,831	60,464	62,098	63,732	65,366
10	55,791	57,591	59,391	61,190	62,990	64,790	66,590	68,389	70,189	71,989
11	59,318	61,296	63,273	65,250	67,227	69,205	71,182	73,159	75,136	77,114
12	71,099	73,469	75,839	78,209	80,579	82,949	85,319	87,689	90,059	92,429
13	84,546	87,365	90,184	93,003	95,821	98,640	101,459	104,277	107,096	109,915
14	99,907	103,238	106,568	109,899	113,229	116,560	119,890	123,221	126,552	129,882
15	117,519	121,437	125,355	129,273	133,191	137,109	141,026	144,944	148,862	152,780

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,019	\$ 21,722	\$ 22,421	\$ 23,116	\$ 23,815	\$ 24,224	\$ 24,915	\$ 25,612	\$ 25,640	\$ 26,288
2	23,632	24,195	24,977	25,640	25,931	26,694	27,457	28,220	28,983	29,746
3	30,942	31,801	32,660	33,520	34,379	35,239	36,098	36,958	37,817	38,676
4	34,736	35,701	36,665	37,630	38,595	39,560	40,525	41,490	42,454	43,419
5	39,941	41,021	42,100	43,180	44,259	45,339	46,418	47,498	48,577	49,656
6	42,116	43,320	44,523	45,726	46,929	48,132	49,336	50,539	51,742	52,945
7	45,466	46,803	48,140	49,478	50,815	52,152	53,489	54,827	56,164	57,501
8	47,389	48,869	50,350	51,830	53,311	54,791	56,272	57,752	59,233	60,713
9	50,706	52,341	53,976	55,612	57,247	58,882	60,517	62,152	63,788	65,423
10	55,840	57,641	59,442	61,244	63,045	64,846	66,648	68,449	70,251	72,052
11	59,370	61,349	63,328	65,307	67,286	69,265	71,244	73,223	75,202	77,181
12	71,162	73,534	75,906	78,278	80,650	83,022	85,394	87,766	90,138	92,510
13	84,620	87,441	90,263	93,084	95,905	98,726	101,547	104,369	107,190	110,011
14	99,995	103,328	106,662	109,995	113,328	116,662	119,995	123,329	126,662	129,995
15	117,622	121,543	125,465	129,386	133,307	137,228	141,150	145,071	148,992	152,913

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,012	\$ 21,714	\$ 22,413	\$ 23,108	\$ 23,807	\$ 24,216	\$ 24,907	\$ 25,603	\$ 25,631	\$ 26,279
2	23,624	24,186	24,968	25,631	25,922	26,684	27,447	28,210	28,973	29,736
3	30,931	31,790	32,649	33,508	34,367	35,226	36,086	36,945	37,804	38,663
4	34,724	35,688	36,653	37,617	38,582	39,546	40,511	41,475	42,440	43,404
5	39,928	41,007	42,086	43,165	44,244	45,323	46,402	47,481	48,560	49,639
6	42,102	43,304	44,507	45,710	46,913	48,116	49,318	50,521	51,724	52,927
7	45,450	46,787	48,124	49,460	50,797	52,134	53,471	54,808	56,144	57,481
8	47,372	48,852	50,332	51,812	53,292	54,772	56,252	57,732	59,212	60,692
9	50,688	52,323	53,958	55,592	57,227	58,862	60,496	62,131	63,765	65,400
10	55,820	57,621	59,422	61,222	63,023	64,824	66,625	68,425	70,226	72,027
11	59,350	61,328	63,306	65,284	67,263	69,241	71,219	73,197	75,176	77,154
12	71,137	73,508	75,879	78,250	80,621	82,993	85,364	87,735	90,106	92,477
13	84,591	87,411	90,231	93,051	95,871	98,692	101,512	104,332	107,152	109,973
14	99,960	103,292	106,624	109,957	113,289	116,621	119,953	123,286	126,618	129,950
15	117,581	121,501	125,421	129,341	133,261	137,180	141,100	145,020	148,940	152,860

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,415	\$ 24,197	\$ 24,976	\$ 25,751	\$ 26,529	\$ 26,985	\$ 27,755	\$ 28,531	\$ 28,562	\$ 29,284
2	26,325	26,952	27,824	28,562	28,886	29,736	30,586	31,436	32,287	33,137
3	34,468	35,425	36,383	37,340	38,298	39,255	40,212	41,170	42,127	43,084
4	38,695	39,769	40,844	41,919	42,994	44,069	45,143	46,218	47,293	48,368
5	44,494	45,696	46,899	48,101	49,304	50,506	51,708	52,911	54,113	55,316
6	46,916	48,257	49,597	50,937	52,278	53,618	54,958	56,299	57,639	58,979
7	50,648	52,137	53,627	55,117	56,606	58,096	59,586	61,075	62,565	64,055
8	52,790	54,439	56,088	57,737	59,387	61,036	62,685	64,334	65,984	67,633
9	56,485	58,307	60,128	61,950	63,771	65,593	67,415	69,236	71,058	72,879
10	62,204	64,211	66,217	68,224	70,230	72,237	74,244	76,250	78,257	80,264
11	66,137	68,341	70,546	72,750	74,955	77,159	79,364	81,568	83,773	85,977
12	79,272	81,914	84,557	87,199	89,841	92,484	95,126	97,768	100,411	103,053
13	94,264	97,407	100,550	103,693	106,835	109,978	113,121	116,264	119,406	122,549
14	111,391	115,105	118,818	122,531	126,245	129,958	133,671	137,385	141,098	144,811
15	131,028	135,396	139,764	144,132	148,500	152,869	157,237	160,300 *	160,300 *	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,204	\$ 22,946	\$ 23,685	\$ 24,419	\$ 25,158	\$ 25,590	\$ 26,320	\$ 27,056	\$ 27,085	\$ 27,770
2	24,964	25,558	26,385	27,085	27,392	28,199	29,005	29,811	30,617	31,423
3	32,686	33,594	34,502	35,410	36,317	37,225	38,133	39,041	39,949	40,857
4	36,694	37,713	38,732	39,752	40,771	41,790	42,809	43,829	44,848	45,867
5	42,193	43,333	44,474	45,614	46,754	47,895	49,035	50,175	51,316	52,456
6	44,491	45,762	47,033	48,304	49,575	50,846	52,117	53,388	54,659	55,930
7	48,029	49,442	50,854	52,267	53,680	55,092	56,505	57,918	59,330	60,743
8	50,060	51,624	53,188	54,752	56,316	57,880	59,444	61,008	62,572	64,136
9	53,565	55,292	57,019	58,747	60,474	62,202	63,929	65,656	67,384	69,111
10	58,988	60,891	62,793	64,696	66,599	68,502	70,405	72,308	74,211	76,114
11	62,717	64,808	66,898	68,989	71,079	73,170	75,260	77,351	79,441	81,532
12	75,173	77,679	80,185	82,690	85,196	87,702	90,208	92,713	95,219	97,725
13	89,391	92,371	95,351	98,331	101,312	104,292	107,272	110,252	113,233	116,213
14	105,632	109,153	112,675	116,196	119,717	123,239	126,760	130,281	133,803	137,324
15	124,253	128,395	132,538	136,680	140,822	144,965	149,107	153,249	157,392	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,716	\$ 22,442	\$ 23,164	\$ 23,883	\$ 24,605	\$ 25,028	\$ 25,742	\$ 26,461	\$ 26,490	\$ 27,160
2	24,416	24,997	25,805	26,490	26,790	27,579	28,367	29,156	29,944	30,733
3	31,968	32,856	33,744	34,631	35,519	36,407	37,295	38,183	39,071	39,959
4	35,888	36,884	37,881	38,878	39,875	40,872	41,869	42,865	43,862	44,859
5	41,266	42,381	43,496	44,612	45,727	46,842	47,957	49,073	50,188	51,303
6	43,513	44,756	45,999	47,242	48,485	49,729	50,972	52,215	53,458	54,701
7	46,974	48,355	49,737	51,118	52,500	53,882	55,263	56,645	58,026	59,408
8	48,960	50,490	52,019	53,549	55,079	56,608	58,138	59,667	61,197	62,727
9	52,388	54,077	55,766	57,456	59,145	60,835	62,524	64,214	65,903	67,592
10	57,691	59,553	61,414	63,275	65,136	66,997	68,858	70,719	72,580	74,441
11	61,339	63,384	65,428	67,473	69,517	71,562	73,607	75,651	77,696	79,740
12	73,521	75,972	78,423	80,873	83,324	85,775	88,225	90,676	93,127	95,577
13	87,426	90,341	93,256	96,171	99,085	102,000	104,915	107,830	110,744	113,659
14	103,311	106,755	110,199	113,643	117,087	120,530	123,974	127,418	130,862	134,306
15	121,523	125,574	129,625	133,677	137,728	141,779	145,830	149,882	153,933	157,984

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,250	\$ 22,994	\$ 23,734	\$ 24,470	\$ 25,210	\$ 25,643	\$ 26,374	\$ 27,112	\$ 27,141	\$ 27,827
2	25,016	25,611	26,440	27,141	27,449	28,257	29,065	29,873	30,680	31,488
3	32,753	33,663	34,573	35,483	36,392	37,302	38,212	39,122	40,031	40,941
4	36,770	37,791	38,812	39,834	40,855	41,876	42,898	43,919	44,940	45,962
5	42,280	43,423	44,566	45,708	46,851	47,994	49,136	50,279	51,421	52,564
6	44,583	45,856	47,130	48,404	49,677	50,951	52,225	53,498	54,772	56,045
7	48,128	49,544	50,959	52,375	53,790	55,206	56,622	58,037	59,453	60,868
8	50,164	51,731	53,298	54,865	56,432	58,000	59,567	61,134	62,701	64,268
9	53,675	55,406	57,137	58,868	60,599	62,330	64,061	65,792	67,523	69,254
10	59,109	61,016	62,923	64,830	66,737	68,644	70,551	72,457	74,364	76,271
11	62,847	64,942	67,036	69,131	71,226	73,321	75,416	77,511	79,606	81,700
12	75,329	77,839	80,350	82,861	85,372	87,883	90,394	92,905	95,416	97,927
13	89,575	92,562	95,548	98,534	101,521	104,507	107,494	110,480	113,466	116,453
14	105,850	109,379	112,907	116,436	119,964	123,493	127,022	130,550	134,079	137,608
15	124,510	128,660	132,811	136,962	141,113	145,264	149,415	153,566	157,717	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,699	\$ 24,491	\$ 25,279	\$ 26,064	\$ 26,852	\$ 27,313	\$ 28,092	\$ 28,877	\$ 28,909	\$ 29,640
2	26,645	27,279	28,162	28,909	29,237	30,097	30,958	31,818	32,679	33,539
3	34,887	35,856	36,825	37,794	38,763	39,732	40,701	41,670	42,639	43,608
4	39,164	40,252	41,340	42,428	43,516	44,604	45,692	46,779	47,867	48,955
5	45,034	46,251	47,468	48,685	49,902	51,119	52,336	53,553	54,770	55,988
6	47,486	48,843	50,199	51,556	52,913	54,269	55,626	56,982	58,339	59,696
7	51,263	52,770	54,278	55,786	57,294	58,802	60,309	61,817	63,325	64,833
8	53,431	55,100	56,769	58,438	60,108	61,777	63,446	65,116	66,785	68,454
9	57,171	59,015	60,858	62,702	64,546	66,389	68,233	70,077	71,920	73,764
10	62,959	64,990	67,021	69,052	71,083	73,114	75,145	77,176	79,207	81,238
11	66,940	69,171	71,402	73,634	75,865	78,096	80,328	82,559	84,790	87,021
12	80,234	82,909	85,583	88,258	90,932	93,607	96,281	98,956	101,630	104,304
13	95,409	98,590	101,771	104,952	108,133	111,314	114,494	117,675	120,856	124,037
14	112,744	116,502	120,261	124,019	127,778	131,536	135,294	139,053	142,811	146,570
15	132,619	137,040	141,461	145,882	150,304	154,725	159,146	160,300 *	160,300 *	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,988	\$ 21,689	\$ 22,387	\$ 23,082	\$ 23,780	\$ 24,188	\$ 24,878	\$ 25,574	\$ 25,601	\$ 26,249
2	23,597	24,159	24,940	25,601	25,892	26,654	27,416	28,178	28,940	29,702
3	30,896	31,754	32,612	33,470	34,328	35,186	36,045	36,903	37,761	38,619
4	34,684	35,648	36,611	37,574	38,538	39,501	40,465	41,428	42,391	43,355
5	39,882	40,960	42,038	43,116	44,194	45,271	46,349	47,427	48,505	49,583
6	42,054	43,255	44,457	45,658	46,860	48,061	49,262	50,464	51,665	52,867
7	45,398	46,734	48,069	49,404	50,740	52,075	53,410	54,745	56,081	57,416
8	47,318	48,797	50,275	51,753	53,232	54,710	56,188	57,667	59,145	60,623
9	50,631	52,264	53,896	55,529	57,162	58,795	60,427	62,060	63,693	65,326
10	55,757	57,556	59,354	61,153	62,952	64,750	66,549	68,348	70,146	71,945
11	59,282	61,258	63,234	65,210	67,186	69,162	71,138	73,114	75,090	77,066
12	71,056	73,424	75,793	78,161	80,530	82,898	85,267	87,635	90,004	92,372
13	84,495	87,312	90,129	92,946	95,763	98,580	101,397	104,214	107,031	109,848
14	99,846	103,175	106,503	109,832	113,160	116,489	119,817	123,146	126,474	129,803
15	117,448	121,363	125,278	129,194	133,109	137,025	140,940	144,856	148,771	152,687

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,419	\$ 23,168	\$ 23,914	\$ 24,655	\$ 25,401	\$ 25,837	\$ 26,574	\$ 27,317	\$ 27,347	\$ 28,038
2	25,205	25,806	26,640	27,347	27,657	28,471	29,285	30,099	30,913	31,727
3	33,002	33,918	34,835	35,752	36,668	37,585	38,502	39,418	40,335	41,252
4	37,049	38,078	39,107	40,136	41,165	42,194	43,223	44,252	45,281	46,310
5	42,601	43,752	44,904	46,055	47,206	48,358	49,509	50,660	51,812	52,963
6	44,921	46,204	47,487	48,771	50,054	51,337	52,621	53,904	55,187	56,471
7	48,493	49,920	51,346	52,772	54,198	55,625	57,051	58,477	59,904	61,330
8	50,544	52,123	53,702	55,281	56,860	58,439	60,019	61,598	63,177	64,756
9	54,082	55,826	57,571	59,315	61,059	62,803	64,547	66,291	68,035	69,779
10	59,558	61,479	63,400	65,322	67,243	69,164	71,086	73,007	74,928	76,849
11	63,323	65,434	67,545	69,656	71,766	73,877	75,988	78,099	80,209	82,320
12	75,900	78,430	80,960	83,490	86,020	88,550	91,080	93,610	96,139	98,669
13	90,255	93,264	96,273	99,282	102,291	105,300	108,309	111,318	114,327	117,336
14	106,653	110,208	113,764	117,319	120,874	124,430	127,985	131,540	135,096	138,651
15	125,454	129,636	133,819	138,001	142,183	146,366	150,548	154,731	158,913	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,483	\$ 22,201	\$ 22,916	\$ 23,627	\$ 24,341	\$ 24,759	\$ 25,465	\$ 26,177	\$ 26,206	\$ 26,868
2	24,154	24,729	25,529	26,206	26,503	27,283	28,063	28,843	29,623	30,403
3	31,625	32,503	33,382	34,260	35,138	36,017	36,895	37,774	38,652	39,530
4	35,503	36,489	37,475	38,461	39,447	40,433	41,419	42,406	43,392	44,378
5	40,823	41,927	43,030	44,133	45,236	46,340	47,443	48,546	49,650	50,753
6	43,046	44,276	45,506	46,736	47,965	49,195	50,425	51,655	52,884	54,114
7	46,470	47,836	49,203	50,570	51,937	53,304	54,670	56,037	57,404	58,771
8	48,435	49,948	51,461	52,975	54,488	56,001	57,514	59,027	60,540	62,054
9	51,826	53,497	55,168	56,840	58,511	60,182	61,853	63,525	65,196	66,867
10	57,073	58,914	60,755	62,596	64,437	66,278	68,119	69,960	71,802	73,643
11	60,681	62,704	64,726	66,749	68,772	70,794	72,817	74,840	76,862	78,885
12	72,733	75,157	77,581	80,006	82,430	84,855	87,279	89,703	92,128	94,552
13	86,488	89,372	92,255	95,139	98,022	100,906	103,789	106,673	109,556	112,440
14	102,202	105,609	109,016	112,423	115,831	119,238	122,645	126,052	129,459	132,866
15	120,219	124,227	128,235	132,243	136,250	140,258	144,266	148,274	152,282	156,290

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,403	\$ 22,118	\$ 22,830	\$ 23,538	\$ 24,250	\$ 24,666	\$ 25,370	\$ 26,079	\$ 26,107	\$ 26,768
2	24,063	24,636	25,433	26,107	26,404	27,181	27,958	28,735	29,512	30,289
3	31,506	32,381	33,256	34,131	35,006	35,881	36,757	37,632	38,507	39,382
4	35,369	36,352	37,334	38,317	39,299	40,281	41,264	42,246	43,229	44,211
5	40,670	41,769	42,868	43,967	45,066	46,166	47,265	48,364	49,463	50,562
6	42,885	44,110	45,335	46,560	47,785	49,010	50,235	51,461	52,686	53,911
7	46,295	47,657	49,018	50,380	51,742	53,103	54,465	55,827	57,188	58,550
8	48,253	49,761	51,268	52,776	54,283	55,791	57,298	58,806	60,313	61,821
9	51,631	53,296	54,961	56,626	58,291	59,956	61,621	63,286	64,951	66,616
10	56,858	58,692	60,527	62,361	64,195	66,029	67,863	69,698	71,532	73,366
11	60,453	62,468	64,483	66,498	68,513	70,528	72,543	74,559	76,574	78,589
12	72,459	74,875	77,290	79,705	82,121	84,536	86,951	89,366	91,782	94,197
13	86,164	89,036	91,909	94,781	97,654	100,527	103,399	106,272	109,145	112,017
14	101,818	105,213	108,607	112,001	115,395	118,790	122,184	125,578	128,972	132,366
15	119,767	123,760	127,753	131,746	135,739	139,731	143,724	147,717	151,710	155,702

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,138	\$ 22,878	\$ 23,614	\$ 24,347	\$ 25,083	\$ 25,514	\$ 26,242	\$ 26,975	\$ 27,004	\$ 27,687
2	24,890	25,482	26,307	27,004	27,311	28,115	28,919	29,722	30,526	31,330
3	32,589	33,494	34,399	35,304	36,209	37,115	38,020	38,925	39,830	40,735
4	36,585	37,601	38,617	39,633	40,650	41,666	42,682	43,698	44,714	45,731
5	42,068	43,205	44,342	45,478	46,615	47,752	48,889	50,026	51,163	52,300
6	44,358	45,626	46,893	48,160	49,427	50,695	51,962	53,229	54,496	55,764
7	47,886	49,295	50,703	52,112	53,520	54,928	56,337	57,745	59,154	60,562
8	49,911	51,471	53,030	54,589	56,149	57,708	59,267	60,827	62,386	63,945
9	53,405	55,128	56,850	58,572	60,294	62,017	63,739	65,461	67,183	68,906
10	58,812	60,709	62,607	64,504	66,401	68,298	70,196	72,093	73,990	75,887
11	62,531	64,615	66,699	68,784	70,868	72,952	75,037	77,121	79,205	81,290
12	74,950	77,448	79,946	82,445	84,943	87,441	89,939	92,438	94,936	97,434
13	89,125	92,096	95,068	98,039	101,010	103,982	106,953	109,924	112,896	115,867
14	105,318	108,829	112,339	115,850	119,361	122,872	126,383	129,894	133,405	136,916
15	123,883	128,013	132,143	136,273	140,404	144,534	148,664	152,794	156,924	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,634	\$ 22,357	\$ 23,076	\$ 23,792	\$ 24,511	\$ 24,933	\$ 25,644	\$ 26,361	\$ 26,389	\$ 27,057
2	24,323	24,902	25,707	26,389	26,689	27,474	28,260	29,045	29,831	30,616
3	31,846	32,731	33,615	34,500	35,384	36,269	37,153	38,038	38,923	39,807
4	35,751	36,744	37,737	38,730	39,723	40,716	41,709	42,703	43,696	44,689
5	41,109	42,220	43,331	44,442	45,553	46,664	47,775	48,886	49,997	51,108
6	43,348	44,586	45,824	47,063	48,301	49,540	50,778	52,016	53,255	54,493
7	46,795	48,171	49,548	50,924	52,300	53,677	55,053	56,430	57,806	59,182
8	48,774	50,298	51,822	53,345	54,869	56,393	57,917	59,441	60,964	62,488
9	52,188	53,871	55,554	57,237	58,920	60,603	62,286	63,969	65,652	67,335
10	57,472	59,326	61,180	63,034	64,888	66,742	68,596	70,450	72,304	74,158
11	61,106	63,143	65,180	67,216	69,253	71,290	73,327	75,364	77,400	79,437
12	73,242	75,683	78,125	80,566	83,007	85,449	87,890	90,331	92,773	95,214
13	87,094	89,998	92,901	95,805	98,709	101,612	104,516	107,420	110,323	113,227
14	102,918	106,349	109,780	113,211	116,641	120,072	123,503	126,934	130,365	133,796
15	121,061	125,097	129,133	133,168	137,204	141,240	145,276	149,312	153,348	157,384

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,417	\$ 22,133	\$ 22,845	\$ 23,554	\$ 24,266	\$ 24,683	\$ 25,387	\$ 26,097	\$ 26,125	\$ 26,786
2	24,079	24,653	25,450	26,125	26,422	27,199	27,977	28,754	29,532	30,310
3	31,528	32,403	33,279	34,155	35,030	35,906	36,782	37,657	38,533	39,409
4	35,393	36,377	37,360	38,343	39,326	40,309	41,292	42,275	43,258	44,242
5	40,698	41,798	42,898	43,998	45,097	46,197	47,297	48,397	49,497	50,597
6	42,914	44,140	45,366	46,592	47,818	49,044	50,270	51,496	52,722	53,948
7	46,327	47,689	49,052	50,415	51,777	53,140	54,502	55,865	57,228	58,590
8	48,286	49,795	51,303	52,812	54,320	55,829	57,337	58,846	60,354	61,863
9	51,666	53,332	54,999	56,665	58,331	59,997	61,663	63,329	64,996	66,662
10	56,897	58,733	60,568	62,404	64,239	66,074	67,910	69,745	71,581	73,416
11	60,495	62,511	64,527	66,544	68,560	70,577	72,593	74,610	76,626	78,643
12	72,509	74,926	77,343	79,760	82,177	84,594	87,011	89,428	91,845	94,262
13	86,223	89,097	91,972	94,846	97,721	100,596	103,470	106,345	109,220	112,094
14	101,888	105,285	108,681	112,078	115,474	118,871	122,268	125,664	129,061	132,457
15	119,849	123,845	127,841	131,836	135,832	139,827	143,823	147,818	151,814	155,809

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,490	\$ 23,242	\$ 23,990	\$ 24,734	\$ 25,482	\$ 25,920	\$ 26,659	\$ 27,405	\$ 27,434	\$ 28,128
2	25,286	25,888	26,725	27,434	27,745	28,562	29,379	30,195	31,012	31,828
3	33,107	34,027	34,946	35,866	36,785	37,705	38,625	39,544	40,464	41,383
4	37,167	38,199	39,232	40,264	41,296	42,329	43,361	44,393	45,426	46,458
5	42,737	43,892	45,047	46,202	47,357	48,512	49,667	50,822	51,977	53,132
6	45,064	46,351	47,639	48,926	50,214	51,501	52,789	54,076	55,363	56,651
7	48,648	50,079	51,510	52,941	54,371	55,802	57,233	58,664	60,095	61,526
8	50,705	52,289	53,874	55,458	57,042	58,626	60,210	61,794	63,378	64,962
9	54,255	56,005	57,754	59,504	61,254	63,003	64,753	66,502	68,252	70,002
10	59,748	61,675	63,603	65,530	67,458	69,385	71,312	73,240	75,167	77,095
11	63,525	65,643	67,760	69,878	71,995	74,113	76,230	78,348	80,465	82,583
12	76,142	78,680	81,218	83,756	86,294	88,832	91,370	93,908	96,446	98,984
13	90,543	93,561	96,580	99,599	102,617	105,636	108,655	111,673	114,692	117,711
14	106,993	110,560	114,127	117,693	121,260	124,827	128,394	131,960	135,527	139,094
15	125,854	130,050	134,246	138,441	142,637	146,833	151,029	155,224	159,420	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,879	\$ 23,644	\$ 24,405	\$ 25,162	\$ 25,923	\$ 26,368	\$ 27,120	\$ 27,878	\$ 27,908	\$ 28,614
2	25,723	26,335	27,187	27,908	28,225	29,056	29,887	30,717	31,548	32,379
3	33,680	34,615	35,551	36,486	37,421	38,357	39,292	40,228	41,163	42,099
4	37,809	38,860	39,910	40,960	42,010	43,061	44,111	45,161	46,211	47,261
5	43,476	44,651	45,826	47,001	48,176	49,351	50,526	51,701	52,876	54,050
6	45,843	47,153	48,463	49,772	51,082	52,392	53,701	55,011	56,321	57,630
7	49,489	50,945	52,400	53,856	55,312	56,767	58,223	59,678	61,134	62,590
8	51,582	53,194	54,805	56,417	58,028	59,640	61,251	62,863	64,474	66,086
9	55,193	56,973	58,753	60,533	62,313	64,093	65,872	67,652	69,432	71,212
10	60,781	62,742	64,702	66,663	68,624	70,585	72,545	74,506	76,467	78,428
11	64,624	66,778	68,932	71,086	73,240	75,394	77,548	79,702	81,857	84,011
12	77,459	80,040	82,622	85,204	87,786	90,368	92,950	95,532	98,114	100,696
13	92,108	95,179	98,250	101,321	104,392	107,462	110,533	113,604	116,675	119,746
14	108,843	112,472	116,100	119,728	123,357	126,985	130,614	134,242	137,870	141,499
15	128,030	132,299	136,567	140,835	145,103	149,372	153,640	157,908	160,300 *	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,901	\$ 25,733	\$ 26,561	\$ 27,385	\$ 28,213	\$ 28,698	\$ 29,516	\$ 30,341	\$ 30,374	\$ 31,142
2	27,996	28,662	29,589	30,374	30,719	31,623	32,527	33,431	34,335	35,239
3	36,655	37,673	38,691	39,710	40,728	41,746	42,764	43,782	44,800	45,818
4	41,150	42,293	43,436	44,579	45,722	46,865	48,008	49,151	50,294	51,437
5	47,317	48,596	49,875	51,153	52,432	53,711	54,990	56,268	57,547	58,826
6	49,894	51,319	52,744	54,170	55,595	57,020	58,446	59,871	61,297	62,722
7	53,862	55,446	57,030	58,614	60,198	61,783	63,367	64,951	66,535	68,119
8	56,139	57,893	59,647	61,401	63,155	64,909	66,663	68,417	70,171	71,924
9	60,069	62,007	63,944	65,881	67,818	69,755	71,692	73,629	75,567	77,504
10	66,151	68,285	70,419	72,553	74,687	76,821	78,955	81,089	83,223	85,357
11	70,333	72,678	75,022	77,367	79,711	82,055	84,400	86,744	89,089	91,433
12	84,302	87,112	89,922	92,732	95,542	98,352	101,162	103,972	106,782	109,592
13	100,246	103,588	106,930	110,272	113,615	116,957	120,299	123,641	126,983	130,325
14	118,460	122,408	126,357	130,306	134,255	138,204	142,153	146,102	150,051	154,000
15	139,342	143,987	148,633	153,278	157,923	160,300 *	160,300 *	160,300 *	160,300 *	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,426	\$ 23,176	\$ 23,921	\$ 24,664	\$ 25,409	\$ 25,846	\$ 26,583	\$ 27,326	\$ 27,356	\$ 28,048
2	25,214	25,814	26,649	27,356	27,666	28,480	29,295	30,109	30,923	31,737
3	33,013	33,930	34,847	35,763	36,680	37,597	38,514	39,431	40,348	41,265
4	37,061	38,090	39,120	40,149	41,178	42,208	43,237	44,267	45,296	46,326
5	42,615	43,767	44,918	46,070	47,222	48,373	49,525	50,677	51,828	52,980
6	44,935	46,219	47,503	48,787	50,070	51,354	52,638	53,922	55,205	56,489
7	48,509	49,936	51,363	52,789	54,216	55,643	57,070	58,497	59,923	61,350
8	50,561	52,140	53,720	55,299	56,879	58,459	60,038	61,618	63,197	64,777
9	54,100	55,845	57,589	59,334	61,079	62,823	64,568	66,313	68,057	69,802
10	59,577	61,499	63,421	65,343	67,265	69,187	71,109	73,031	74,953	76,875
11	63,344	65,456	67,567	69,678	71,790	73,901	76,013	78,124	80,236	82,347
12	75,925	78,455	80,986	83,517	86,048	88,579	91,109	93,640	96,171	98,702
13	90,284	93,294	96,304	99,314	102,324	105,334	108,344	111,354	114,364	117,374
14	106,688	110,244	113,801	117,357	120,914	124,470	128,027	131,584	135,140	138,697
15	125,495	129,679	133,862	138,046	142,230	146,414	150,597	154,781	158,965	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,001	\$ 21,703	\$ 22,401	\$ 23,096	\$ 23,794	\$ 24,203	\$ 24,894	\$ 25,590	\$ 25,617	\$ 26,265
2	23,611	24,173	24,955	25,617	25,908	26,670	27,433	28,195	28,958	29,720
3	30,915	31,773	32,632	33,491	34,349	35,208	36,067	36,925	37,784	38,643
4	34,705	35,669	36,633	37,597	38,561	39,525	40,489	41,453	42,417	43,381
5	39,907	40,985	42,064	43,142	44,221	45,299	46,378	47,456	48,535	49,613
6	42,080	43,282	44,484	45,686	46,888	48,090	49,293	50,495	51,697	52,899
7	45,426	46,762	48,098	49,434	50,771	52,107	53,443	54,779	56,115	57,451
8	47,347	48,827	50,306	51,785	53,264	54,743	56,223	57,702	59,181	60,660
9	50,662	52,296	53,929	55,563	57,197	58,831	60,464	62,098	63,732	65,366
10	55,791	57,591	59,391	61,190	62,990	64,790	66,590	68,389	70,189	71,989
11	59,318	61,296	63,273	65,250	67,227	69,205	71,182	73,159	75,136	77,114
12	71,099	73,469	75,839	78,209	80,579	82,949	85,319	87,689	90,059	92,429
13	84,546	87,365	90,184	93,003	95,821	98,640	101,459	104,277	107,096	109,915
14	99,907	103,238	106,568	109,899	113,229	116,560	119,890	123,221	126,552	129,882
15	117,519	121,437	125,355	129,273	133,191	137,109	141,026	144,944	148,862	152,780

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,005	\$ 21,707	\$ 22,405	\$ 23,100	\$ 23,799	\$ 24,207	\$ 24,898	\$ 25,594	\$ 25,622	\$ 26,270
2	23,615	24,178	24,960	25,622	25,912	26,675	27,438	28,200	28,963	29,726
3	30,920	31,779	32,638	33,496	34,355	35,214	36,073	36,932	37,791	38,649
4	34,711	35,676	36,640	37,604	38,568	39,532	40,496	41,461	42,425	43,389
5	39,914	40,992	42,071	43,150	44,228	45,307	46,386	47,464	48,543	49,622
6	42,087	43,289	44,492	45,694	46,896	48,099	49,301	50,503	51,706	52,908
7	45,434	46,770	48,107	49,443	50,779	52,116	53,452	54,788	56,125	57,461
8	47,356	48,835	50,315	51,794	53,273	54,753	56,232	57,712	59,191	60,671
9	50,671	52,305	53,939	55,573	57,207	58,841	60,475	62,109	63,743	65,377
10	55,801	57,601	59,401	61,201	63,001	64,801	66,601	68,401	70,202	72,002
11	59,329	61,306	63,284	65,262	67,239	69,217	71,194	73,172	75,149	77,127
12	71,112	73,482	75,853	78,223	80,593	82,964	85,334	87,704	90,075	92,445
13	84,561	87,380	90,200	93,019	95,838	98,657	101,476	104,296	107,115	109,934
14	99,925	103,256	106,587	109,918	113,249	116,580	119,911	123,243	126,574	129,905
15	117,540	121,458	125,377	129,296	133,214	137,133	141,051	144,970	148,888	152,807

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,888	\$ 23,653	\$ 24,414	\$ 25,172	\$ 25,933	\$ 26,378	\$ 27,131	\$ 27,890	\$ 27,920	\$ 28,626
2	25,733	26,346	27,198	27,920	28,236	29,068	29,899	30,730	31,561	32,392
3	33,693	34,629	35,565	36,501	37,436	38,372	39,308	40,244	41,180	42,116
4	37,825	38,875	39,926	40,977	42,027	43,078	44,128	45,179	46,230	47,280
5	43,493	44,669	45,844	47,020	48,195	49,370	50,546	51,721	52,897	54,072
6	45,862	47,172	48,482	49,792	51,102	52,413	53,723	55,033	56,343	57,653
7	49,509	50,965	52,421	53,878	55,334	56,790	58,246	59,702	61,158	62,615
8	51,603	53,215	54,827	56,439	58,051	59,664	61,276	62,888	64,500	66,112
9	55,215	56,996	58,776	60,557	62,338	64,118	65,899	67,679	69,460	71,241
10	60,805	62,767	64,728	66,690	68,651	70,613	72,575	74,536	76,498	78,459
11	64,650	66,805	68,960	71,115	73,270	75,425	77,579	79,734	81,889	84,044
12	77,490	80,073	82,656	85,238	87,821	90,404	92,987	95,570	98,153	100,736
13	92,145	95,217	98,289	101,361	104,433	107,505	110,578	113,650	116,722	119,794
14	108,887	112,517	116,146	119,776	123,406	127,036	130,666	134,296	137,926	141,555
15	128,082	132,352	136,622	140,892	145,162	149,432	153,702	157,971	160,300 *	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 20,975	\$ 21,676	\$ 22,374	\$ 23,068	\$ 23,765	\$ 24,174	\$ 24,863	\$ 25,558	\$ 25,586	\$ 26,233
2	23,582	24,144	24,925	25,586	25,876	26,638	27,399	28,161	28,923	29,684
3	30,877	31,734	32,592	33,450	34,307	35,165	36,023	36,880	37,738	38,595
4	34,663	35,626	36,589	37,551	38,514	39,477	40,440	41,403	42,366	43,328
5	39,858	40,935	42,012	43,089	44,167	45,244	46,321	47,398	48,475	49,552
6	42,028	43,229	44,430	45,630	46,831	48,032	49,232	50,433	51,634	52,834
7	45,371	46,705	48,040	49,374	50,709	52,043	53,377	54,712	56,046	57,381
8	47,289	48,767	50,244	51,722	53,199	54,676	56,154	57,631	59,109	60,586
9	50,600	52,232	53,863	55,495	57,127	58,759	60,391	62,022	63,654	65,286
10	55,723	57,520	59,318	61,116	62,913	64,711	66,508	68,306	70,103	71,901
11	59,246	61,221	63,196	65,170	67,145	69,120	71,095	73,070	75,044	77,019
12	71,012	73,380	75,747	78,114	80,481	82,848	85,215	87,582	89,949	92,316
13	84,443	87,258	90,073	92,889	95,704	98,519	101,335	104,150	106,965	109,781
14	99,785	103,112	106,438	109,765	113,091	116,417	119,744	123,070	126,397	129,723
15	117,376	121,289	125,202	129,115	133,028	136,941	140,854	144,767	148,680	152,593

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,958	\$ 23,725	\$ 24,489	\$ 25,249	\$ 26,012	\$ 26,459	\$ 27,214	\$ 27,975	\$ 28,005	\$ 28,713
2	25,812	26,426	27,281	28,005	28,322	29,156	29,990	30,823	31,657	32,490
3	33,796	34,734	35,673	36,612	37,551	38,489	39,428	40,367	41,305	42,244
4	37,940	38,994	40,047	41,101	42,155	43,209	44,263	45,317	46,371	47,424
5	43,626	44,805	45,984	47,163	48,342	49,521	50,700	51,879	53,058	54,237
6	46,001	47,315	48,630	49,944	51,258	52,572	53,886	55,201	56,515	57,829
7	49,660	51,120	52,581	54,042	55,502	56,963	58,423	59,884	61,345	62,805
8	51,760	53,377	54,994	56,611	58,228	59,845	61,462	63,079	64,696	66,314
9	55,383	57,169	58,955	60,741	62,527	64,313	66,099	67,886	69,672	71,458
10	60,990	62,958	64,925	66,893	68,861	70,828	72,796	74,763	76,731	78,698
11	64,847	67,008	69,170	71,331	73,493	75,654	77,816	79,977	82,139	84,300
12	77,726	80,316	82,907	85,498	88,089	90,680	93,270	95,861	98,452	101,043
13	92,426	95,507	98,589	101,670	104,751	107,833	110,914	113,996	117,077	120,159
14	109,218	112,859	116,500	120,141	123,782	127,423	131,064	134,705	138,346	141,987
15	128,472	132,755	137,038	141,321	145,604	149,887	154,170	158,453	160,300 *	160,300 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,426	\$ 22,143	\$ 22,855	\$ 23,564	\$ 24,277	\$ 24,694	\$ 25,398	\$ 26,108	\$ 26,136	\$ 26,797
2	24,090	24,663	25,461	26,136	26,433	27,211	27,989	28,767	29,545	30,323
3	31,541	32,417	33,293	34,169	35,045	35,921	36,797	37,674	38,550	39,426
4	35,409	36,392	37,376	38,359	39,343	40,326	41,310	42,293	43,277	44,260
5	40,715	41,816	42,916	44,016	45,117	46,217	47,317	48,418	49,518	50,618
6	42,932	44,159	45,385	46,612	47,838	49,065	50,291	51,518	52,744	53,971
7	46,347	47,710	49,073	50,436	51,799	53,163	54,526	55,889	57,252	58,615
8	48,307	49,816	51,325	52,834	54,344	55,853	57,362	58,871	60,380	61,889
9	51,688	53,355	55,022	56,689	58,356	60,023	61,690	63,357	65,023	66,690
10	56,922	58,758	60,594	62,430	64,267	66,103	67,939	69,775	71,612	73,448
11	60,520	62,538	64,555	66,572	68,590	70,607	72,624	74,642	76,659	78,676
12	72,540	74,958	77,376	79,794	82,212	84,630	87,048	89,466	91,884	94,302
13	86,260	89,135	92,011	94,887	97,763	100,639	103,515	106,391	109,266	112,142
14	101,932	105,330	108,728	112,126	115,524	118,922	122,320	125,718	129,116	132,514
15	119,901	123,898	127,895	131,893	135,890	139,887	143,884	147,881	151,879	155,876

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/>