

**SALARY TABLE 2016-GS
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
1	\$ 18,343	\$ 18,956	\$ 19,566	\$ 20,173	\$ 20,783	\$ 21,140	\$ 21,743	\$ 22,351	\$ 22,375	\$ 22,941	VARIES
2	20,623	21,114	21,797	22,375	22,629	23,295	23,961	24,627	25,293	25,959	VARIES
3	22,502	23,252	24,002	24,752	25,502	26,252	27,002	27,752	28,502	29,252	750
4	25,261	26,103	26,945	27,787	28,629	29,471	30,313	31,155	31,997	32,839	842
5	28,262	29,204	30,146	31,088	32,030	32,972	33,914	34,856	35,798	36,740	942
6	31,504	32,554	33,604	34,654	35,704	36,754	37,804	38,854	39,904	40,954	1,050
7	35,009	36,176	37,343	38,510	39,677	40,844	42,011	43,178	44,345	45,512	1,167
8	38,771	40,063	41,355	42,647	43,939	45,231	46,523	47,815	49,107	50,399	1,292
9	42,823	44,250	45,677	47,104	48,531	49,958	51,385	52,812	54,239	55,666	1,427
10	47,158	48,730	50,302	51,874	53,446	55,018	56,590	58,162	59,734	61,306	1,572
11	51,811	53,538	55,265	56,992	58,719	60,446	62,173	63,900	65,627	67,354	1,727
12	62,101	64,171	66,241	68,311	70,381	72,451	74,521	76,591	78,661	80,731	2,070
13	73,846	76,308	78,770	81,232	83,694	86,156	88,618	91,080	93,542	96,004	2,462
14	87,263	90,172	93,081	95,990	98,899	101,808	104,717	107,626	110,535	113,444	2,909
15	102,646	106,068	109,490	112,912	116,334	119,756	123,178	126,600	130,022	133,444	3,422

SALARY TABLE 2016-AL
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	25,763	26,621	27,480	28,339	29,197	30,056	30,915	31,773	32,632	33,491
4	28,921	29,885	30,849	31,813	32,777	33,741	34,705	35,669	36,633	37,597
5	32,357	33,436	34,514	35,593	36,671	37,750	38,828	39,907	40,985	42,064
6	36,069	37,271	38,473	39,675	40,878	42,080	43,282	44,484	45,686	46,888
7	40,082	41,418	42,754	44,090	45,426	46,762	48,098	49,434	50,771	52,107
8	44,389	45,868	47,347	48,827	50,306	51,785	53,264	54,743	56,223	57,702
9	49,028	50,662	52,296	53,929	55,563	57,197	58,831	60,464	62,098	63,732
10	53,991	55,791	57,591	59,391	61,190	62,990	64,790	66,590	68,389	70,189
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

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
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	25,736	26,593	27,451	28,309	29,167	30,024	30,882	31,740	32,598	33,456
4	28,891	29,854	30,817	31,780	32,743	33,706	34,669	35,632	36,595	37,558
5	32,323	33,401	34,478	35,555	36,633	37,710	38,787	39,865	40,942	42,020
6	36,031	37,232	38,433	39,634	40,835	42,036	43,236	44,437	45,638	46,839
7	40,040	41,374	42,709	44,044	45,379	46,713	48,048	49,383	50,717	52,052
8	44,342	45,820	47,298	48,775	50,253	51,731	53,208	54,686	56,164	57,641
9	48,977	50,609	52,241	53,873	55,505	57,137	58,769	60,401	62,033	63,665
10	53,935	55,733	57,530	59,328	61,126	62,924	64,722	66,520	68,318	70,116
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

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
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	26,908	27,805	28,702	29,598	30,495	31,392	32,289	33,186	34,083	34,980
4	30,207	31,214	32,221	33,228	34,235	35,241	36,248	37,255	38,262	39,269
5	33,796	34,922	36,049	37,175	38,301	39,428	40,554	41,681	42,807	43,934
6	37,672	38,928	40,184	41,439	42,695	43,950	45,206	46,462	47,717	48,973
7	41,864	43,259	44,655	46,050	47,446	48,841	50,237	51,632	53,028	54,423
8	46,362	47,907	49,452	50,997	52,542	54,087	55,632	57,177	58,722	60,267
9	51,208	52,914	54,621	56,327	58,033	59,740	61,446	63,153	64,859	66,565
10	56,392	58,271	60,151	62,031	63,911	65,791	67,670	69,550	71,430	73,310
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

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
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	25,767	26,626	27,485	28,344	29,202	30,061	30,920	31,779	32,638	33,496
4	28,926	29,891	30,855	31,819	32,783	33,747	34,711	35,676	36,640	37,604
5	32,363	33,442	34,520	35,599	36,678	37,756	38,835	39,914	40,992	42,071
6	36,075	37,278	38,480	39,682	40,885	42,087	43,289	44,492	45,694	46,896
7	40,089	41,425	42,761	44,098	45,434	46,770	48,107	49,443	50,779	52,116
8	44,397	45,876	47,356	48,835	50,315	51,794	53,273	54,753	56,232	57,712
9	49,037	50,671	52,305	53,939	55,573	57,207	58,841	60,475	62,109	63,743
10	54,001	55,801	57,601	59,401	61,201	63,001	64,801	66,601	68,401	70,202
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

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
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	28,170	29,109	30,048	30,987	31,926	32,865	33,804	34,743	35,682	36,621
4	31,624	32,678	33,732	34,787	35,841	36,895	37,949	39,003	40,057	41,111
5	35,381	36,560	37,740	38,919	40,098	41,278	42,457	43,636	44,816	45,995
6	39,440	40,754	42,069	43,383	44,698	46,012	47,327	48,641	49,956	51,270
7	43,828	45,289	46,750	48,211	49,672	51,133	52,594	54,055	55,516	56,976
8	48,537	50,155	51,772	53,390	55,007	56,625	58,242	59,860	61,477	63,095
9	53,610	55,397	57,183	58,969	60,756	62,542	64,329	66,115	67,902	69,688
10	59,037	61,005	62,973	64,941	66,909	68,877	70,845	72,813	74,781	76,749
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)).

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
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	26,397	27,277	28,157	29,037	29,916	30,796	31,676	32,556	33,436	34,316
4	29,634	30,621	31,609	32,597	33,585	34,572	35,560	36,548	37,536	38,523
5	33,154	34,259	35,364	36,469	37,574	38,679	39,785	40,890	41,995	43,100
6	36,957	38,189	39,421	40,653	41,884	43,116	44,348	45,580	46,811	48,043
7	41,069	42,438	43,807	45,176	46,545	47,914	49,283	50,652	52,021	53,390
8	45,482	46,998	48,514	50,029	51,545	53,060	54,576	56,092	57,607	59,123
9	50,236	51,910	53,584	55,258	56,932	58,606	60,280	61,954	63,628	65,302
10	55,321	57,165	59,009	60,853	62,698	64,542	66,386	68,230	70,074	71,918
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

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
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	25,751	26,610	27,468	28,326	29,184	30,043	30,901	31,759	32,618	33,476
4	28,909	29,872	30,836	31,799	32,763	33,727	34,690	35,654	36,617	37,581
5	32,343	33,421	34,499	35,577	36,655	37,733	38,811	39,889	40,967	42,045
6	36,053	37,255	38,456	39,658	40,860	42,061	43,263	44,465	45,666	46,868
7	40,064	41,400	42,735	44,071	45,406	46,742	48,077	49,413	50,748	52,084
8	44,370	45,848	47,327	48,805	50,284	51,762	53,241	54,719	56,198	57,677
9	49,007	50,640	52,273	53,906	55,539	57,172	58,805	60,438	62,071	63,704
10	53,968	55,767	57,566	59,365	61,164	62,963	64,762	66,561	68,360	70,159
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

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
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	28,227	29,167	30,108	31,049	31,990	32,931	33,871	34,812	35,753	36,694
4	31,687	32,744	33,800	34,856	35,912	36,968	38,025	39,081	40,137	41,193
5	35,452	36,633	37,815	38,997	40,178	41,360	42,542	43,723	44,905	46,087
6	39,519	40,836	42,153	43,470	44,787	46,104	47,421	48,738	50,056	51,373
7	43,915	45,379	46,843	48,307	49,771	51,235	52,699	54,162	55,626	57,090
8	48,634	50,255	51,876	53,496	55,117	56,738	58,358	59,979	61,600	63,221
9	53,717	55,507	57,297	59,087	60,877	62,667	64,457	66,247	68,037	69,827
10	59,155	61,127	63,099	65,071	67,043	69,015	70,986	72,958	74,930	76,902
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)).

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
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	26,723	27,614	28,505	29,395	30,286	31,177	32,068	32,958	33,849	34,740
4	30,000	31,000	32,000	33,000	34,000	35,000	36,000	37,000	38,000	39,000
5	33,564	34,683	35,801	36,920	38,039	39,158	40,276	41,395	42,514	43,632
6	37,414	38,661	39,908	41,155	42,402	43,649	44,896	46,143	47,390	48,637
7	41,577	42,963	44,349	45,734	47,120	48,506	49,892	51,278	52,664	54,050
8	46,044	47,579	49,113	50,648	52,182	53,716	55,251	56,785	58,319	59,854
9	50,857	52,551	54,246	55,941	57,635	59,330	61,025	62,720	64,414	66,109
10	56,005	57,872	59,739	61,606	63,472	65,339	67,206	69,073	70,940	72,807
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

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
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	26,748	27,640	28,531	29,423	30,314	31,206	32,097	32,989	33,880	34,772
4	30,028	31,029	32,030	33,030	34,031	35,032	36,033	37,034	38,035	39,036
5	33,595	34,715	35,835	36,954	38,074	39,194	40,314	41,433	42,553	43,673
6	37,449	38,697	39,945	41,193	42,441	43,689	44,938	46,186	47,434	48,682
7	41,615	43,002	44,390	45,777	47,164	48,551	49,938	51,326	52,713	54,100
8	46,087	47,623	49,159	50,694	52,230	53,766	55,302	56,838	58,373	59,909
9	50,904	52,600	54,296	55,993	57,689	59,385	61,081	62,778	64,474	66,170
10	56,057	57,925	59,794	61,663	63,531	65,400	67,269	69,137	71,006	72,874
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

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
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	25,769	26,628	27,487	28,346	29,205	30,064	30,923	31,782	32,640	33,499
4	28,929	29,893	30,857	31,822	32,786	33,750	34,714	35,679	36,643	37,607
5	32,366	33,444	34,523	35,602	36,681	37,760	38,838	39,917	40,996	42,075
6	36,078	37,281	38,483	39,686	40,888	42,091	43,293	44,496	45,698	46,901
7	40,092	41,429	42,765	44,102	45,438	46,775	48,111	49,447	50,784	52,120
8	44,401	45,880	47,360	48,839	50,319	51,799	53,278	54,758	56,237	57,717
9	49,041	50,675	52,309	53,944	55,578	57,212	58,846	60,480	62,115	63,749
10	54,005	55,806	57,606	59,406	61,206	63,007	64,807	66,607	68,407	70,208
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

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
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	26,420	27,300	28,181	29,061	29,942	30,822	31,703	32,584	33,464	34,345
4	29,659	30,648	31,636	32,625	33,613	34,602	35,590	36,579	37,568	38,556
5	33,182	34,288	35,394	36,500	37,606	38,712	39,818	40,924	42,030	43,136
6	36,989	38,222	39,454	40,687	41,920	43,153	44,386	45,618	46,851	48,084
7	41,104	42,474	43,844	45,215	46,585	47,955	49,325	50,695	52,065	53,436
8	45,521	47,038	48,555	50,072	51,589	53,106	54,623	56,140	57,657	59,173
9	50,278	51,954	53,629	55,305	56,980	58,656	60,331	62,007	63,682	65,357
10	55,368	57,214	59,060	60,905	62,751	64,597	66,442	68,288	70,134	71,979
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

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
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	\$ 25,888	\$ 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	27,236	28,144	29,052	29,960	30,868	31,775	32,683	33,591	34,499	35,407
4	30,576	31,595	32,614	33,633	34,653	35,672	36,691	37,710	38,729	39,748
5	34,208	35,349	36,489	37,629	38,769	39,909	41,050	42,190	43,330	44,470
6	38,132	39,403	40,674	41,945	43,216	44,487	45,758	47,029	48,300	49,571
7	42,375	43,787	45,200	46,613	48,025	49,438	50,850	52,263	53,675	55,088
8	46,928	48,492	50,056	51,620	53,184	54,748	56,311	57,875	59,439	61,003
9	51,833	53,560	55,287	57,015	58,742	60,469	62,196	63,924	65,651	67,378
10	57,080	58,983	60,886	62,788	64,691	66,594	68,497	70,399	72,302	74,205
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)).

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
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	25,749	26,607	27,465	28,324	29,182	30,040	30,898	31,757	32,615	33,473
4	28,906	29,870	30,833	31,797	32,760	33,724	34,687	35,651	36,614	37,578
5	32,340	33,418	34,496	35,574	36,652	37,730	38,808	39,886	40,964	42,042
6	36,050	37,252	38,453	39,655	40,856	42,058	43,259	44,461	45,662	46,864
7	40,061	41,396	42,732	44,067	45,402	46,738	48,073	49,409	50,744	52,079
8	44,366	45,844	47,323	48,801	50,279	51,758	53,236	54,715	56,193	57,672
9	49,002	50,635	52,268	53,901	55,534	57,167	58,800	60,433	62,066	63,699
10	53,963	55,762	57,561	59,359	61,158	62,957	64,756	66,555	68,354	70,152
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

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
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	26,215	27,089	27,962	28,836	29,710	30,584	31,457	32,331	33,205	34,079
4	29,429	30,410	31,391	32,372	33,353	34,334	35,315	36,296	37,277	38,257
5	32,925	34,023	35,120	36,218	37,315	38,412	39,510	40,607	41,705	42,802
6	36,702	37,925	39,149	40,372	41,595	42,818	44,042	45,265	46,488	47,711
7	40,785	42,145	43,505	44,864	46,224	47,583	48,943	50,302	51,662	53,021
8	45,168	46,673	48,179	49,684	51,189	52,694	54,199	55,704	57,210	58,715
9	49,889	51,551	53,214	54,876	56,539	58,201	59,864	61,526	63,188	64,851
10	54,939	56,770	58,602	60,433	62,265	64,096	65,927	67,759	69,590	71,421
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

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
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	27,662	28,584	29,506	30,428	31,350	32,272	33,194	34,116	35,038	35,959
4	31,053	32,088	33,123	34,159	35,194	36,229	37,264	38,299	39,334	40,369
5	34,742	35,900	37,058	38,216	39,374	40,532	41,690	42,848	44,006	45,164
6	38,728	40,019	41,309	42,600	43,891	45,182	46,472	47,763	49,054	50,345
7	43,037	44,471	45,906	47,340	48,775	50,210	51,644	53,079	54,513	55,948
8	47,661	49,249	50,838	52,426	54,014	55,602	57,191	58,779	60,367	61,955
9	52,642	54,397	56,151	57,905	59,659	61,413	63,168	64,922	66,676	68,430
10	57,971	59,904	61,836	63,769	65,701	67,634	69,566	71,499	73,431	75,363
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)).

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
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	27,992	28,925	29,858	30,791	31,724	32,657	33,590	34,523	35,456	36,389
4	31,425	32,472	33,520	34,567	35,614	36,662	37,709	38,757	39,804	40,852
5	35,158	36,330	37,502	38,673	39,845	41,017	42,189	43,361	44,533	45,705
6	39,191	40,497	41,803	43,110	44,416	45,722	47,028	48,334	49,641	50,947
7	43,551	45,003	46,455	47,906	49,358	50,810	52,262	53,713	55,165	56,617
8	48,231	49,838	51,446	53,053	54,660	56,267	57,875	59,482	61,089	62,696
9	53,272	55,047	56,822	58,597	60,373	62,148	63,923	65,698	67,473	69,249
10	58,665	60,620	62,576	64,531	66,487	68,442	70,398	72,354	74,309	76,265
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)).

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
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	25,758	26,617	27,475	28,334	29,192	30,051	30,909	31,768	32,626	33,485
4	28,916	29,880	30,844	31,808	32,772	33,735	34,699	35,663	36,627	37,591
5	32,352	33,430	34,508	35,586	36,665	37,743	38,821	39,900	40,978	42,056
6	36,063	37,265	38,466	39,668	40,870	42,072	43,274	44,476	45,678	46,880
7	40,075	41,411	42,747	44,082	45,418	46,754	48,090	49,426	50,762	52,098
8	44,381	45,860	47,339	48,818	50,297	51,776	53,255	54,734	56,213	57,692
9	49,019	50,653	52,286	53,920	55,553	57,187	58,820	60,454	62,087	63,721
10	53,982	55,781	57,581	59,380	61,180	62,979	64,779	66,578	68,378	70,177
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

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
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	28,398	29,344	30,291	31,237	32,184	33,130	34,077	35,023	35,970	36,916
4	31,879	32,942	34,005	35,067	36,130	37,192	38,255	39,318	40,380	41,443
5	35,667	36,855	38,044	39,233	40,422	41,611	42,799	43,988	45,177	46,366
6	39,758	41,083	42,408	43,733	45,058	46,384	47,709	49,034	50,359	51,684
7	44,181	45,654	47,127	48,600	50,072	51,545	53,018	54,491	55,963	57,436
8	48,929	50,560	52,190	53,821	55,451	57,082	58,712	60,343	61,973	63,604
9	54,043	55,844	57,644	59,445	61,246	63,047	64,848	66,649	68,450	70,250
10	59,513	61,497	63,481	65,465	67,449	69,433	71,417	73,400	75,384	77,368
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)).

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
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	29,052	30,021	30,989	31,957	32,926	33,894	34,862	35,831	36,799	37,767
4	32,614	33,702	34,789	35,876	36,963	38,050	39,137	40,224	41,311	42,398
5	36,489	37,705	38,922	40,138	41,354	42,570	43,786	45,003	46,219	47,435
6	40,675	42,030	43,386	44,742	46,097	47,453	48,809	50,164	51,520	52,876
7	45,200	46,707	48,214	49,720	51,227	52,734	54,240	55,747	57,254	58,761
8	50,057	51,725	53,393	55,062	56,730	58,398	60,066	61,734	63,402	65,070
9	55,289	57,131	58,974	60,816	62,658	64,501	66,343	68,186	70,028	71,870
10	60,886	62,915	64,945	66,975	69,004	71,034	73,063	75,093	77,123	79,152
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)).

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
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	26,186	27,058	27,931	28,804	29,677	30,549	31,422	32,295	33,168	34,041
4	29,396	30,376	31,356	32,336	33,316	34,295	35,275	36,255	37,235	38,215
5	32,888	33,985	35,081	36,177	37,273	38,370	39,466	40,562	41,658	42,754
6	36,661	37,883	39,105	40,327	41,549	42,771	43,993	45,214	46,436	47,658
7	40,740	42,098	43,456	44,814	46,172	47,530	48,888	50,246	51,604	52,962
8	45,118	46,621	48,125	49,628	51,132	52,635	54,139	55,642	57,146	58,649
9	49,833	51,494	53,154	54,815	56,476	58,136	59,797	61,457	63,118	64,779
10	54,878	56,707	58,536	60,366	62,195	64,024	65,854	67,683	69,512	71,342
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

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
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	25,859	26,721	27,583	28,445	29,307	30,169	31,031	31,893	32,754	33,616
4	29,030	29,998	30,965	31,933	32,900	33,868	34,836	35,803	36,771	37,739
5	32,479	33,561	34,644	35,726	36,809	37,891	38,974	40,057	41,139	42,222
6	36,204	37,411	38,618	39,824	41,031	42,238	43,444	44,651	45,858	47,064
7	40,232	41,573	42,915	44,256	45,597	46,938	48,279	49,620	50,961	52,302
8	44,556	46,040	47,525	49,010	50,495	51,979	53,464	54,949	56,434	57,919
9	49,212	50,852	52,492	54,132	55,772	57,412	59,052	60,692	62,331	63,971
10	54,194	56,001	57,807	59,614	61,420	63,227	65,033	66,840	68,646	70,453
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

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
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	25,763	26,621	27,480	28,339	29,197	30,056	30,915	31,773	32,632	33,491
4	28,921	29,885	30,849	31,813	32,777	33,741	34,705	35,669	36,633	37,597
5	32,357	33,436	34,514	35,593	36,671	37,750	38,828	39,907	40,985	42,064
6	36,069	37,271	38,473	39,675	40,878	42,080	43,282	44,484	45,686	46,888
7	40,082	41,418	42,754	44,090	45,426	46,762	48,098	49,434	50,771	52,107
8	44,389	45,868	47,347	48,827	50,306	51,785	53,264	54,743	56,223	57,702
9	49,028	50,662	52,296	53,929	55,563	57,197	58,831	60,464	62,098	63,732
10	53,991	55,791	57,591	59,391	61,190	62,990	64,790	66,590	68,389	70,189
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

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
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	25,785	26,644	27,504	28,363	29,223	30,082	30,942	31,801	32,660	33,520
4	28,947	29,911	30,876	31,841	32,806	33,771	34,736	35,701	36,665	37,630
5	32,385	33,465	34,544	35,624	36,703	37,783	38,862	39,941	41,021	42,100
6	36,100	37,304	38,507	39,710	40,913	42,116	43,320	44,523	45,726	46,929
7	40,117	41,454	42,791	44,129	45,466	46,803	48,140	49,478	50,815	52,152
8	44,428	45,908	47,389	48,869	50,350	51,830	53,311	54,791	56,272	57,752
9	49,071	50,706	52,341	53,976	55,612	57,247	58,882	60,517	62,152	63,788
10	54,038	55,840	57,641	59,442	61,244	63,045	64,846	66,648	68,449	70,251
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

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
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	25,776	26,635	27,494	28,353	29,213	30,072	30,931	31,790	32,649	33,508
4	28,936	29,901	30,865	31,830	32,795	33,759	34,724	35,688	36,653	37,617
5	32,374	33,453	34,532	35,611	36,690	37,769	38,848	39,928	41,007	42,086
6	36,088	37,291	38,493	39,696	40,899	42,102	43,304	44,507	45,710	46,913
7	40,103	41,440	42,776	44,113	45,450	46,787	48,124	49,460	50,797	52,134
8	44,412	45,892	47,372	48,852	50,332	51,812	53,292	54,772	56,252	57,732
9	49,054	50,688	52,323	53,958	55,592	57,227	58,862	60,496	62,131	63,765
10	54,019	55,820	57,621	59,422	61,222	63,023	64,824	66,625	68,425	70,226
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

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
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	28,724	29,681	30,639	31,596	32,553	33,511	34,468	35,425	36,383	37,340
4	32,246	33,320	34,395	35,470	36,545	37,620	38,695	39,769	40,844	41,919
5	36,076	37,279	38,481	39,684	40,886	42,089	43,291	44,494	45,696	46,899
6	40,215	41,555	42,896	44,236	45,576	46,916	48,257	49,597	50,937	52,278
7	44,689	46,179	47,668	49,158	50,648	52,137	53,627	55,117	56,606	58,096
8	49,491	51,140	52,790	54,439	56,088	57,737	59,387	61,036	62,685	64,334
9	54,664	56,485	58,307	60,128	61,950	63,771	65,593	67,415	69,236	71,058
10	60,197	62,204	64,211	66,217	68,224	70,230	72,237	74,244	76,250	78,257
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)).

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
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	27,239	28,147	29,054	29,962	30,870	31,778	32,686	33,594	34,502	35,410
4	30,578	31,598	32,617	33,636	34,655	35,675	36,694	37,713	38,732	39,752
5	34,211	35,351	36,492	37,632	38,772	39,913	41,053	42,193	43,333	44,474
6	38,136	39,407	40,678	41,949	43,220	44,491	45,762	47,033	48,304	49,575
7	42,378	43,791	45,204	46,616	48,029	49,442	50,854	52,267	53,680	55,092
8	46,932	48,496	50,060	51,624	53,188	54,752	56,316	57,880	59,444	61,008
9	51,837	53,565	55,292	57,019	58,747	60,474	62,202	63,929	65,656	67,384
10	57,085	58,988	60,891	62,793	64,696	66,599	68,502	70,405	72,308	74,211
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)).

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
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	26,640	27,528	28,416	29,304	30,192	31,080	31,968	32,856	33,744	34,631
4	29,906	30,903	31,900	32,897	33,894	34,891	35,888	36,884	37,881	38,878
5	33,459	34,575	35,690	36,805	37,920	39,036	40,151	41,266	42,381	43,496
6	37,298	38,541	39,784	41,027	42,270	43,513	44,756	45,999	47,242	48,485
7	41,447	42,829	44,210	45,592	46,974	48,355	49,737	51,118	52,500	53,882
8	45,901	47,431	48,960	50,490	52,019	53,549	55,079	56,608	58,138	59,667
9	50,698	52,388	54,077	55,766	57,456	59,145	60,835	62,524	64,214	65,903
10	55,830	57,691	59,553	61,414	63,275	65,136	66,997	68,858	70,719	72,580
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

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
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	27,295	28,205	29,114	30,024	30,934	31,844	32,753	33,663	34,573	35,483
4	30,642	31,663	32,684	33,706	34,727	35,748	36,770	37,791	38,812	39,834
5	34,282	35,424	36,567	37,710	38,852	39,995	41,138	42,280	43,423	44,566
6	38,214	39,488	40,762	42,035	43,309	44,583	45,856	47,130	48,404	49,677
7	42,466	43,881	45,297	46,713	48,128	49,544	50,959	52,375	53,790	55,206
8	47,029	48,596	50,164	51,731	53,298	54,865	56,432	58,000	59,567	61,134
9	51,944	53,675	55,406	57,137	58,868	60,599	62,330	64,061	65,792	67,523
10	57,203	59,109	61,016	62,923	64,830	66,737	68,644	70,551	72,457	74,364
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)).

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
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	29,073	30,042	31,011	31,980	32,949	33,918	34,887	35,856	36,825	37,794
4	32,637	33,725	34,813	35,901	36,989	38,077	39,164	40,252	41,340	42,428
5	36,515	37,732	38,949	40,166	41,383	42,600	43,817	45,034	46,251	47,468
6	40,703	42,060	43,416	44,773	46,130	47,486	48,843	50,199	51,556	52,913
7	45,232	46,739	48,247	49,755	51,263	52,770	54,278	55,786	57,294	58,802
8	50,092	51,761	53,431	55,100	56,769	58,438	60,108	61,777	63,446	65,116
9	55,327	57,171	59,015	60,858	62,702	64,546	66,389	68,233	70,077	71,920
10	60,928	62,959	64,990	67,021	69,052	71,083	73,114	75,145	77,176	79,207
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)).

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
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	25,747	26,605	27,463	28,321	29,179	30,038	30,896	31,754	32,612	33,470
4	28,904	29,867	30,830	31,794	32,757	33,721	34,684	35,648	36,611	37,574
5	32,337	33,415	34,493	35,571	36,649	37,727	38,804	39,882	40,960	42,038
6	36,047	37,248	38,450	39,651	40,853	42,054	43,255	44,457	45,658	46,860
7	40,057	41,393	42,728	44,063	45,398	46,734	48,069	49,404	50,740	52,075
8	44,362	45,840	47,318	48,797	50,275	51,753	53,232	54,710	56,188	57,667
9	48,998	50,631	52,264	53,896	55,529	57,162	58,795	60,427	62,060	63,693
10	53,958	55,757	57,556	59,354	61,153	62,952	64,750	66,549	68,348	70,146
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

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
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	27,502	28,419	29,335	30,252	31,169	32,085	33,002	33,918	34,835	35,752
4	30,874	31,903	32,932	33,961	34,990	36,019	37,049	38,078	39,107	40,136
5	34,542	35,693	36,844	37,996	39,147	40,298	41,450	42,601	43,752	44,904
6	38,504	39,787	41,071	42,354	43,637	44,921	46,204	47,487	48,771	50,054
7	42,788	44,214	45,641	47,067	48,493	49,920	51,346	52,772	54,198	55,625
8	47,386	48,965	50,544	52,123	53,702	55,281	56,860	58,439	60,019	61,598
9	52,338	54,082	55,826	57,571	59,315	61,059	62,803	64,547	66,291	68,035
10	57,637	59,558	61,479	63,400	65,322	67,243	69,164	71,086	73,007	74,928
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)).

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
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	26,354	27,233	28,111	28,990	29,868	30,746	31,625	32,503	33,382	34,260
4	29,586	30,572	31,558	32,544	33,530	34,516	35,503	36,489	37,475	38,461
5	33,100	34,204	35,307	36,410	37,514	38,617	39,720	40,823	41,927	43,030
6	36,897	38,127	39,357	40,587	41,817	43,046	44,276	45,506	46,736	47,965
7	41,003	42,369	43,736	45,103	46,470	47,836	49,203	50,570	51,937	53,304
8	45,409	46,922	48,435	49,948	51,461	52,975	54,488	56,001	57,514	59,027
9	50,154	51,826	53,497	55,168	56,840	58,511	60,182	61,853	63,525	65,196
10	55,231	57,073	58,914	60,755	62,596	64,437	66,278	68,119	69,960	71,802
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

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
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	26,255	27,130	28,006	28,881	29,756	30,631	31,506	32,381	33,256	34,131
4	29,475	30,457	31,439	32,422	33,404	34,387	35,369	36,352	37,334	38,317
5	32,976	34,075	35,174	36,273	37,373	38,472	39,571	40,670	41,769	42,868
6	36,759	37,984	39,209	40,434	41,659	42,885	44,110	45,335	46,560	47,785
7	40,849	42,210	43,572	44,933	46,295	47,657	49,018	50,380	51,742	53,103
8	45,238	46,746	48,253	49,761	51,268	52,776	54,283	55,791	57,298	58,806
9	49,966	51,631	53,296	54,961	56,626	58,291	59,956	61,621	63,286	64,951
10	55,024	56,858	58,692	60,527	62,361	64,195	66,029	67,863	69,698	71,532
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

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
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	27,158	28,063	28,968	29,873	30,778	31,684	32,589	33,494	34,399	35,304
4	30,488	31,504	32,520	33,536	34,552	35,569	36,585	37,601	38,617	39,633
5	34,109	35,246	36,383	37,520	38,657	39,794	40,931	42,068	43,205	44,342
6	38,022	39,289	40,557	41,824	43,091	44,358	45,626	46,893	48,160	49,427
7	42,252	43,661	45,069	46,478	47,886	49,295	50,703	52,112	53,520	54,928
8	46,793	48,352	49,911	51,471	53,030	54,589	56,149	57,708	59,267	60,827
9	51,683	53,405	55,128	56,850	58,572	60,294	62,017	63,739	65,461	67,183
10	56,915	58,812	60,709	62,607	64,504	66,401	68,298	70,196	72,093	73,990
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)).

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
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	26,539	27,423	28,308	29,193	30,077	30,962	31,846	32,731	33,615	34,500
4	29,793	30,786	31,779	32,772	33,765	34,758	35,751	36,744	37,737	38,730
5	33,332	34,443	35,554	36,665	37,776	38,887	39,998	41,109	42,220	43,331
6	37,156	38,394	39,633	40,871	42,109	43,348	44,586	45,824	47,063	48,301
7	41,290	42,666	44,042	45,419	46,795	48,171	49,548	50,924	52,300	53,677
8	45,727	47,250	48,774	50,298	51,822	53,345	54,869	56,393	57,917	59,441
9	50,505	52,188	53,871	55,554	57,237	58,920	60,603	62,286	63,969	65,652
10	55,618	57,472	59,326	61,180	63,034	64,888	66,742	68,596	70,450	72,304
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

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
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	26,273	27,149	28,025	28,900	29,776	30,652	31,528	32,403	33,279	34,155
4	29,495	30,478	31,461	32,444	33,427	34,410	35,393	36,377	37,360	38,343
5	32,999	34,099	35,198	36,298	37,398	38,498	39,598	40,698	41,798	42,898
6	36,784	38,010	39,236	40,462	41,688	42,914	44,140	45,366	46,592	47,818
7	40,877	42,239	43,602	44,964	46,327	47,689	49,052	50,415	51,777	53,140
8	45,269	46,778	48,286	49,795	51,303	52,812	54,320	55,829	57,337	58,846
9	50,000	51,666	53,332	54,999	56,665	58,331	59,997	61,663	63,329	64,996
10	55,062	56,897	58,733	60,568	62,404	64,239	66,074	67,910	69,745	71,581
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

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
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	27,590	28,509	29,429	30,348	31,268	32,188	33,107	34,027	34,946	35,866
4	30,973	32,005	33,037	34,070	35,102	36,134	37,167	38,199	39,232	40,264
5	34,652	35,807	36,962	38,117	39,272	40,427	41,582	42,737	43,892	45,047
6	38,627	39,914	41,202	42,489	43,777	45,064	46,351	47,639	48,926	50,214
7	42,925	44,355	45,786	47,217	48,648	50,079	51,510	52,941	54,371	55,802
8	47,537	49,121	50,705	52,289	53,874	55,458	57,042	58,626	60,210	61,794
9	52,505	54,255	56,005	57,754	59,504	61,254	63,003	64,753	66,502	68,252
10	57,820	59,748	61,675	63,603	65,530	67,458	69,385	71,312	73,240	75,167
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)).

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
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	28,067	29,002	29,938	30,873	31,809	32,744	33,680	34,615	35,551	36,486
4	31,508	32,558	33,608	34,659	35,709	36,759	37,809	38,860	39,910	40,960
5	35,251	36,426	37,601	38,776	39,951	41,126	42,301	43,476	44,651	45,826
6	39,295	40,605	41,914	43,224	44,534	45,843	47,153	48,463	49,772	51,082
7	43,667	45,122	46,578	48,034	49,489	50,945	52,400	53,856	55,312	56,767
8	48,359	49,971	51,582	53,194	54,805	56,417	58,028	59,640	61,251	62,863
9	53,413	55,193	56,973	58,753	60,533	62,313	64,093	65,872	67,652	69,432
10	58,820	60,781	62,742	64,702	66,663	68,624	70,585	72,545	74,506	76,467
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)).

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
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	30,546	31,565	32,583	33,601	34,619	35,637	36,655	37,673	38,691	39,710
4	34,292	35,435	36,578	37,721	38,864	40,007	41,150	42,293	43,436	44,579
5	38,366	39,644	40,923	42,202	43,481	44,759	46,038	47,317	48,596	49,875
6	42,767	44,192	45,617	47,043	48,468	49,894	51,319	52,744	54,170	55,595
7	47,525	49,109	50,693	52,277	53,862	55,446	57,030	58,614	60,198	61,783
8	52,632	54,386	56,139	57,893	59,647	61,401	63,155	64,909	66,663	68,417
9	58,132	60,069	62,007	63,944	65,881	67,818	69,755	71,692	73,629	75,567
10	64,017	66,151	68,285	70,419	72,553	74,687	76,821	78,955	81,089	83,223
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)).

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
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	27,511	28,428	29,345	30,262	31,179	32,096	33,013	33,930	34,847	35,763
4	30,884	31,914	32,943	33,972	35,002	36,031	37,061	38,090	39,120	40,149
5	34,553	35,705	36,856	38,008	39,160	40,312	41,463	42,615	43,767	44,918
6	38,517	39,801	41,084	42,368	43,652	44,935	46,219	47,503	48,787	50,070
7	42,802	44,229	45,656	47,082	48,509	49,936	51,363	52,789	54,216	55,643
8	47,401	48,981	50,561	52,140	53,720	55,299	56,879	58,459	60,038	61,618
9	52,355	54,100	55,845	57,589	59,334	61,079	62,823	64,568	66,313	68,057
10	57,655	59,577	61,499	63,421	65,343	67,265	69,187	71,109	73,031	74,953
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)).

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
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	25,763	26,621	27,480	28,339	29,197	30,056	30,915	31,773	32,632	33,491
4	28,921	29,885	30,849	31,813	32,777	33,741	34,705	35,669	36,633	37,597
5	32,357	33,436	34,514	35,593	36,671	37,750	38,828	39,907	40,985	42,064
6	36,069	37,271	38,473	39,675	40,878	42,080	43,282	44,484	45,686	46,888
7	40,082	41,418	42,754	44,090	45,426	46,762	48,098	49,434	50,771	52,107
8	44,389	45,868	47,347	48,827	50,306	51,785	53,264	54,743	56,223	57,702
9	49,028	50,662	52,296	53,929	55,563	57,197	58,831	60,464	62,098	63,732
10	53,991	55,791	57,591	59,391	61,190	62,990	64,790	66,590	68,389	70,189
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

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
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	25,767	26,626	27,485	28,344	29,202	30,061	30,920	31,779	32,638	33,496
4	28,926	29,891	30,855	31,819	32,783	33,747	34,711	35,676	36,640	37,604
5	32,363	33,442	34,520	35,599	36,678	37,756	38,835	39,914	40,992	42,071
6	36,075	37,278	38,480	39,682	40,885	42,087	43,289	44,492	45,694	46,896
7	40,089	41,425	42,761	44,098	45,434	46,770	48,107	49,443	50,779	52,116
8	44,397	45,876	47,356	48,835	50,315	51,794	53,273	54,753	56,232	57,712
9	49,037	50,671	52,305	53,939	55,573	57,207	58,841	60,475	62,109	63,743
10	54,001	55,801	57,601	59,401	61,201	63,001	64,801	66,601	68,401	70,202
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

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
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	28,078	29,014	29,950	30,886	31,821	32,757	33,693	34,629	35,565	36,501
4	31,521	32,571	33,622	34,673	35,723	36,774	37,825	38,875	39,926	40,977
5	35,265	36,441	37,616	38,792	39,967	41,142	42,318	43,493	44,669	45,844
6	39,311	40,621	41,931	43,241	44,551	45,862	47,172	48,482	49,792	51,102
7	43,684	45,140	46,597	48,053	49,509	50,965	52,421	53,878	55,334	56,790
8	48,378	49,991	51,603	53,215	54,827	56,439	58,051	59,664	61,276	62,888
9	53,435	55,215	56,996	58,776	60,557	62,338	64,118	65,899	67,679	69,460
10	58,844	60,805	62,767	64,728	66,690	68,651	70,613	72,575	74,536	76,498
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)).

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
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	25,731	26,589	27,446	28,304	29,162	30,019	30,877	31,734	32,592	33,450
4	28,886	29,849	30,812	31,774	32,737	33,700	34,663	35,626	36,589	37,551
5	32,318	33,395	34,472	35,549	36,626	37,703	38,781	39,858	40,935	42,012
6	36,025	37,225	38,426	39,627	40,828	42,028	43,229	44,430	45,630	46,831
7	40,033	41,367	42,702	44,036	45,371	46,705	48,040	49,374	50,709	52,043
8	44,335	45,812	47,289	48,767	50,244	51,722	53,199	54,676	56,154	57,631
9	48,968	50,600	52,232	53,863	55,495	57,127	58,759	60,391	62,022	63,654
10	53,925	55,723	57,520	59,318	61,116	62,913	64,711	66,508	68,306	70,103
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

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
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	28,164	29,102	30,041	30,980	31,918	32,857	33,796	34,734	35,673	36,612
4	31,617	32,671	33,724	34,778	35,832	36,886	37,940	38,994	40,047	41,101
5	35,373	36,552	37,731	38,910	40,089	41,268	42,447	43,626	44,805	45,984
6	39,430	40,745	42,059	43,373	44,687	46,001	47,315	48,630	49,944	51,258
7	43,817	45,278	46,738	48,199	49,660	51,120	52,581	54,042	55,502	56,963
8	48,526	50,143	51,760	53,377	54,994	56,611	58,228	59,845	61,462	63,079
9	53,597	55,383	57,169	58,955	60,741	62,527	64,313	66,099	67,886	69,672
10	59,023	60,990	62,958	64,925	66,893	68,861	70,828	72,796	74,763	76,731
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)).

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
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	26,285	27,161	28,037	28,913	29,789	30,665	31,541	32,417	33,293	34,169
4	29,507	30,491	31,474	32,458	33,442	34,425	35,409	36,392	37,376	38,359
5	33,013	34,113	35,214	36,314	37,414	38,515	39,615	40,715	41,816	42,916
6	36,800	38,026	39,253	40,479	41,706	42,932	44,159	45,385	46,612	47,838
7	40,894	42,257	43,620	44,984	46,347	47,710	49,073	50,436	51,799	53,163
8	45,288	46,798	48,307	49,816	51,325	52,834	54,344	55,853	57,362	58,871
9	50,022	51,688	53,355	55,022	56,689	58,356	60,023	61,690	63,357	65,023
10	55,085	56,922	58,758	60,594	62,430	64,267	66,103	67,939	69,775	71,612
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

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/>