

**SALARY TABLE 2017-DCB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.10%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA**  
**TOTAL INCREASE: 2.88%**  
**EFFECTIVE JANUARY 2017**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.28	\$ 11.66	\$ 12.04	\$ 12.41	\$ 12.78	\$ 13.00	\$ 13.37	\$ 13.75	\$ 13.76	\$ 14.11
	O	16.92	17.49	18.06	18.62	19.17	19.50	20.06	20.63	20.64	21.17
2	B	12.69	12.99	13.41	13.76	13.92	14.33	14.74	15.15	15.55	15.96
	O	19.04	19.49	20.12	20.64	20.88	21.50	22.11	22.73	23.33	23.94
3	B	16.61	17.07	17.53	18.00	18.46	18.92	19.38	19.84	20.30	20.77
	O	24.92	25.61	26.30	27.00	27.69	28.38	29.07	29.76	30.45	31.16
4	B	18.64	19.16	19.68	20.20	20.71	21.23	21.75	22.27	22.79	23.30
	O	27.96	28.74	29.52	30.30	31.07	31.85	32.63	33.41	34.19	34.95
5	B	21.44	22.02	22.60	23.18	23.76	24.34	24.92	25.50	26.08	26.66
	O	32.16	33.03	33.90	34.77	35.64	36.51	37.38	38.25	39.12	39.99
6	B	22.61	23.25	23.90	24.55	25.19	25.84	26.49	27.13	27.78	28.42
	O	33.92	34.88	35.85	36.83	37.79	38.76	39.74	40.70	41.67	42.63
7	B	24.41	25.12	25.84	26.56	27.28	28.00	28.71	29.43	30.15	30.87
	O	36.62	37.68	38.76	39.84	40.92	42.00	43.07	44.15	44.96	44.96
8	B	25.44	26.23	27.03	27.82	28.62	29.41	30.21	31.00	31.80	32.59
	O	38.16	39.35	40.55	41.73	42.93	44.12	44.96	44.96	44.96	44.96
9	B	27.22	28.10	28.97	29.85	30.73	31.61	32.49	33.37	34.24	35.12
	O	40.83	42.15	43.46	44.78	44.96	44.96	44.96	44.96	44.96	44.96
10	B	29.97	30.94	31.91	32.88	33.84	34.81	35.78	36.74	37.71	38.68
	O	44.96	44.96	44.96	44.96	44.96	44.96	44.96	44.96	44.96	44.96
11	B	31.87	32.93	33.99	35.06	36.12	37.18	38.24	39.30	40.37	41.43
	O	44.96	44.96	44.96	44.96	44.96	44.96	44.96	44.96	44.96	44.96
12	B	38.20	39.47	40.75	42.02	43.29	44.57	45.84	47.11	48.39	49.66
	O	44.96	44.96	44.96	44.96	44.96	44.96	45.84	47.11	48.39	49.66
13	B	45.42	46.94	48.45	49.96	51.48	52.99	54.51	56.02	57.53	59.05
	O	45.42	46.94	48.45	49.96	51.48	52.99	54.51	56.02	57.53	59.05
14	B	53.68	55.46	57.25	59.04	60.83	62.62	64.41	66.20	67.99	69.78
	O	53.68	55.46	57.25	59.04	60.83	62.62	64.41	66.20	67.99	69.78
15	B	63.14	65.24	67.35	69.45	71.56	73.66	75.77	77.58	77.58	77.58
	O	63.14	65.24	67.35	69.45	71.56	73.66	75.77	77.58	77.58	77.58

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for "law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>