

SALARY TABLE 2017-GS
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE
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	\$ 8.88	\$ 9.17	\$ 9.47	\$ 9.76	\$ 10.06	\$ 10.23	\$ 10.52	\$ 10.82	\$ 10.83	\$ 11.10
	O	13.32	13.76	14.21	14.64	15.09	15.35	15.78	16.23	16.25	16.65
2	B	9.98	10.22	10.55	10.83	10.95	11.27	11.59	11.92	12.24	12.56
	O	14.97	15.33	15.83	16.25	16.43	16.91	17.39	17.88	18.36	18.84
3	B	10.89	11.25	11.62	11.98	12.34	12.71	13.07	13.43	13.80	14.16
	O	16.34	16.88	17.43	17.97	18.51	19.07	19.61	20.15	20.70	21.24
4	B	12.23	12.63	13.04	13.45	13.85	14.26	14.67	15.08	15.48	15.89
	O	18.35	18.95	19.56	20.18	20.78	21.39	22.01	22.62	23.22	23.84
5	B	13.68	14.13	14.59	15.05	15.50	15.96	16.41	16.87	17.33	17.78
	O	20.52	21.20	21.89	22.58	23.25	23.94	24.62	25.31	26.00	26.67
6	B	15.25	15.75	16.26	16.77	17.28	17.79	18.30	18.80	19.31	19.82
	O	22.88	23.63	24.39	25.16	25.92	26.69	27.45	28.20	28.97	29.73
7	B	16.94	17.51	18.07	18.64	19.20	19.77	20.33	20.90	21.46	22.03
	O	25.41	26.27	27.11	27.96	28.80	29.66	30.50	31.35	32.19	33.05
8	B	18.76	19.39	20.01	20.64	21.26	21.89	22.52	23.14	23.77	24.39
	O	28.14	29.09	30.02	30.96	31.89	32.84	33.78	34.23	34.23	34.23
9	B	20.72	21.41	22.11	22.80	23.49	24.18	24.87	25.56	26.25	26.94
	O	31.08	32.12	33.17	34.20	34.23	34.23	34.23	34.23	34.23	34.23
10	B	22.82	23.58	24.34	25.10	25.87	26.63	27.39	28.15	28.91	29.67
	O	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23
11	B	25.07	25.91	26.75	27.58	28.42	29.25	30.09	30.92	31.76	32.59
	O	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23	34.23
12	B	30.05	31.06	32.06	33.06	34.06	35.06	36.07	37.07	38.07	39.07
	O	34.23	34.23	34.23	34.23	34.23	35.06	36.07	37.07	38.07	39.07
13	B	35.74	36.93	38.12	39.31	40.50	41.69	42.88	44.08	45.27	46.46
	O	35.74	36.93	38.12	39.31	40.50	41.69	42.88	44.08	45.27	46.46
14	B	42.23	43.64	45.05	46.45	47.86	49.27	50.68	52.09	53.49	54.90
	O	42.23	43.64	45.05	46.45	47.86	49.27	50.68	52.09	53.49	54.90
15	B	49.68	51.33	52.99	54.64	56.30	57.95	59.61	61.27	62.92	64.58
	O	49.68	51.33	52.99	54.64	56.30	57.95	59.61	61.27	62.92	64.58

SALARY TABLE 2017-AL
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.85%
FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY
TOTAL INCREASE: 2.20%
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	\$ 10.28	\$ 10.63	\$ 10.97	\$ 11.31	\$ 11.65	\$ 11.85	\$ 12.19	\$ 12.53	\$ 12.54	\$ 12.86
	O	15.42	15.95	16.46	16.97	17.48	17.78	18.29	18.80	18.81	19.29
2	B	11.56	11.84	12.22	12.54	12.69	13.06	13.43	13.80	14.18	14.55
	O	17.34	17.76	18.33	18.81	19.04	19.59	20.15	20.70	21.27	21.83
3	B	12.62	13.04	13.46	13.88	14.30	14.72	15.14	15.56	15.98	16.40
	O	18.93	19.56	20.19	20.82	21.45	22.08	22.71	23.34	23.97	24.60
4	B	14.16	14.63	15.11	15.58	16.05	16.52	16.99	17.47	17.94	18.41
	O	21.24	21.95	22.67	23.37	24.08	24.78	25.49	26.21	26.91	27.62
5	B	15.85	16.37	16.90	17.43	17.96	18.49	19.02	19.54	20.07	20.60
	O	23.78	24.56	25.35	26.15	26.94	27.74	28.53	29.31	30.11	30.90
6	B	17.66	18.25	18.84	19.43	20.02	20.61	21.20	21.79	22.37	22.96
	O	26.49	27.38	28.26	29.15	30.03	30.92	31.80	32.69	33.56	34.44
7	B	19.63	20.28	20.94	21.59	22.25	22.90	23.55	24.21	24.86	25.52
	O	29.45	30.42	31.41	32.39	33.38	34.35	35.33	36.32	37.29	38.28
8	B	21.74	22.46	23.19	23.91	24.63	25.36	26.08	26.81	27.53	28.26
	O	32.61	33.69	34.79	35.87	36.95	38.04	39.12	39.66	39.66	39.66
9	B	24.01	24.81	25.61	26.41	27.21	28.01	28.81	29.61	30.41	31.21
	O	36.02	37.22	38.42	39.62	39.66	39.66	39.66	39.66	39.66	39.66
10	B	26.44	27.32	28.20	29.08	29.97	30.85	31.73	32.61	33.49	34.37
	O	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66
11	B	29.05	30.02	30.98	31.95	32.92	33.89	34.86	35.82	36.79	37.76
	O	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66
12	B	34.82	35.98	37.14	38.30	39.46	40.62	41.78	42.94	44.10	45.26
	O	39.66	39.66	39.66	39.66	39.66	40.62	41.78	42.94	44.10	45.26
13	B	41.40	42.78	44.16	45.54	46.92	48.30	49.68	51.06	52.44	53.82
	O	41.40	42.78	44.16	45.54	46.92	48.30	49.68	51.06	52.44	53.82
14	B	48.92	50.56	52.19	53.82	55.45	57.08	58.71	60.34	61.97	63.60
	O	48.92	50.56	52.19	53.82	55.45	57.08	58.71	60.34	61.97	63.60
15	B	57.55	59.47	61.39	63.30	65.22	67.14	69.06	70.98	72.90	74.81
	O	57.55	59.47	61.39	63.30	65.22	67.14	69.06	70.98	72.90	74.81

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/>

SALARY TABLE 2017-AQ
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.36%
FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM
TOTAL INCREASE: 1.87%
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	\$ 10.24	\$ 10.58	\$ 10.92	\$ 11.26	\$ 11.60	\$ 11.80	\$ 12.14	\$ 12.48	\$ 12.49	\$ 12.81
	O	15.36	15.87	16.38	16.89	17.40	17.70	18.21	18.72	18.74	19.22
2	B	11.51	11.79	12.17	12.49	12.63	13.00	13.38	13.75	14.12	14.49
	O	17.27	17.69	18.26	18.74	18.95	19.50	20.07	20.63	21.18	21.74
3	B	12.56	12.98	13.40	13.82	14.24	14.66	15.08	15.50	15.91	16.33
	O	18.84	19.47	20.10	20.73	21.36	21.99	22.62	23.25	23.87	24.50
4	B	14.10	14.57	15.04	15.51	15.98	16.45	16.92	17.39	17.86	18.33
	O	21.15	21.86	22.56	23.27	23.97	24.68	25.38	26.09	26.79	27.50
5	B	15.78	16.30	16.83	17.36	17.88	18.41	18.94	19.46	19.99	20.51
	O	23.67	24.45	25.25	26.04	26.82	27.62	28.41	29.19	29.99	30.77
6	B	17.59	18.17	18.76	19.35	19.93	20.52	21.11	21.69	22.28	22.87
	O	26.39	27.26	28.14	29.03	29.90	30.78	31.67	32.54	33.42	34.31
7	B	19.54	20.20	20.85	21.50	22.15	22.80	23.46	24.11	24.76	25.41
	O	29.31	30.30	31.28	32.25	33.23	34.20	35.19	36.17	37.14	38.12
8	B	21.65	22.37	23.09	23.81	24.53	25.25	25.97	26.69	27.42	28.14
	O	32.48	33.56	34.64	35.72	36.80	37.88	38.96	39.50	39.50	39.50
9	B	23.91	24.70	25.50	26.30	27.10	27.89	28.69	29.49	30.28	31.08
	O	35.87	37.05	38.25	39.45	39.50	39.50	39.50	39.50	39.50	39.50
10	B	26.33	27.21	28.08	28.96	29.84	30.72	31.59	32.47	33.35	34.23
	O	39.50	39.50	39.50	39.50	39.50	39.50	39.50	39.50	39.50	39.50
11	B	28.93	29.89	30.85	31.82	32.78	33.75	34.71	35.67	36.64	37.60
	O	39.50	39.50	39.50	39.50	39.50	39.50	39.50	39.50	39.50	39.50
12	B	34.67	35.83	36.98	38.14	39.29	40.45	41.60	42.76	43.92	45.07
	O	39.50	39.50	39.50	39.50	39.50	40.45	41.60	42.76	43.92	45.07
13	B	41.23	42.60	43.98	45.35	46.72	48.10	49.47	50.85	52.22	53.59
	O	41.23	42.60	43.98	45.35	46.72	48.10	49.47	50.85	52.22	53.59
14	B	48.72	50.34	51.97	53.59	55.21	56.84	58.46	60.09	61.71	63.33
	O	48.72	50.34	51.97	53.59	55.21	56.84	58.46	60.09	61.71	63.33
15	B	57.31	59.22	61.13	63.04	64.95	66.86	68.77	70.68	72.59	74.50
	O	57.31	59.22	61.13	63.04	64.95	66.86	68.77	70.68	72.59	74.50

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/>

SALARY TABLE 2017-ATL
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.70%
FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL
TOTAL INCREASE: 1.95%
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	\$ 10.71	\$ 11.07	\$ 11.43	\$ 11.78	\$ 12.14	\$ 12.35	\$ 12.70	\$ 13.06	\$ 13.07	\$ 13.40
	O	16.07	16.61	17.15	17.67	18.21	18.53	19.05	19.59	19.61	20.10
2	B	12.05	12.33	12.73	13.07	13.22	13.61	13.99	14.38	14.77	15.16
	O	18.08	18.50	19.10	19.61	19.83	20.42	20.99	21.57	22.16	22.74
3	B	13.14	13.58	14.02	14.46	14.90	15.34	15.77	16.21	16.65	17.09
	O	19.71	20.37	21.03	21.69	22.35	23.01	23.66	24.32	24.98	25.64
4	B	14.76	15.25	15.74	16.23	16.72	17.21	17.71	18.20	18.69	19.18
	O	22.14	22.88	23.61	24.35	25.08	25.82	26.57	27.30	28.04	28.77
5	B	16.51	17.06	17.61	18.16	18.71	19.26	19.81	20.36	20.91	21.46
	O	24.77	25.59	26.42	27.24	28.07	28.89	29.72	30.54	31.37	32.19
6	B	18.40	19.02	19.63	20.24	20.86	21.47	22.08	22.70	23.31	23.92
	O	27.60	28.53	29.45	30.36	31.29	32.21	33.12	34.05	34.97	35.88
7	B	20.45	21.13	21.81	22.49	23.18	23.86	24.54	25.22	25.90	26.59
	O	30.68	31.70	32.72	33.74	34.77	35.79	36.81	37.83	38.85	39.89
8	B	22.65	23.40	24.16	24.91	25.67	26.42	27.18	27.93	28.69	29.44
	O	33.98	35.10	36.24	37.37	38.51	39.63	40.77	41.33	41.33	41.33
9	B	25.01	25.85	26.68	27.52	28.35	29.18	30.02	30.85	31.69	32.52
	O	37.52	38.78	40.02	41.28	41.33	41.33	41.33	41.33	41.33	41.33
10	B	27.55	28.46	29.38	30.30	31.22	32.14	33.06	33.98	34.89	35.81
	O	41.33	41.33	41.33	41.33	41.33	41.33	41.33	41.33	41.33	41.33
11	B	30.26	31.27	32.28	33.29	34.30	35.31	36.32	37.32	38.33	39.34
	O	41.33	41.33	41.33	41.33	41.33	41.33	41.33	41.33	41.33	41.33
12	B	36.27	37.48	38.69	39.90	41.11	42.32	43.53	44.74	45.95	47.16
	O	41.33	41.33	41.33	41.33	41.33	42.32	43.53	44.74	45.95	47.16
13	B	43.14	44.57	46.01	47.45	48.89	50.32	51.76	53.20	54.64	56.07
	O	43.14	44.57	46.01	47.45	48.89	50.32	51.76	53.20	54.64	56.07
14	B	50.97	52.67	54.37	56.07	57.77	59.47	61.17	62.87	64.57	66.27
	O	50.97	52.67	54.37	56.07	57.77	59.47	61.17	62.87	64.57	66.27
15	B	59.96	61.96	63.96	65.95	67.95	69.95	71.95	73.95	75.95	77.58
	O	59.96	61.96	63.96	65.95	67.95	69.95	71.95	73.95	75.95	77.58

* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>

SALARY TABLE 2017-AU
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.97%
FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX
TOTAL INCREASE: 2.29%
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	\$ 10.29	\$ 10.64	\$ 10.98	\$ 11.32	\$ 11.66	\$ 11.86	\$ 12.20	\$ 12.54	\$ 12.56	\$ 12.88
	O	15.44	15.96	16.47	16.98	17.49	17.79	18.30	18.81	18.84	19.32
2	B	11.57	11.85	12.23	12.56	12.70	13.07	13.45	13.82	14.19	14.57
	O	17.36	17.78	18.35	18.84	19.05	19.61	20.18	20.73	21.29	21.86
3	B	12.63	13.05	13.47	13.89	14.31	14.74	15.16	15.58	16.00	16.42
	O	18.95	19.58	20.21	20.84	21.47	22.11	22.74	23.37	24.00	24.63
4	B	14.18	14.65	15.12	15.59	16.07	16.54	17.01	17.48	17.96	18.43
	O	21.27	21.98	22.68	23.39	24.11	24.81	25.52	26.22	26.94	27.65
5	B	15.86	16.39	16.92	17.45	17.98	18.51	19.04	19.56	20.09	20.62
	O	23.79	24.59	25.38	26.18	26.97	27.77	28.56	29.34	30.14	30.93
6	B	17.68	18.27	18.86	19.45	20.04	20.63	21.22	21.81	22.40	22.99
	O	26.52	27.41	28.29	29.18	30.06	30.95	31.83	32.72	33.60	34.49
7	B	19.65	20.30	20.96	21.61	22.27	22.92	23.58	24.23	24.89	25.54
	O	29.48	30.45	31.44	32.42	33.41	34.38	35.37	36.35	37.34	38.31
8	B	21.76	22.48	23.21	23.94	24.66	25.39	26.11	26.84	27.56	28.29
	O	32.64	33.72	34.82	35.91	36.99	38.09	39.17	39.71	39.71	39.71
9	B	24.03	24.83	25.64	26.44	27.24	28.04	28.84	29.64	30.44	31.25
	O	36.05	37.25	38.46	39.66	39.71	39.71	39.71	39.71	39.71	39.71
10	B	26.47	27.35	28.23	29.11	30.00	30.88	31.76	32.64	33.53	34.41
	O	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71
11	B	29.08	30.05	31.02	31.99	32.95	33.92	34.89	35.86	36.83	37.80
	O	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71
12	B	34.85	36.02	37.18	38.34	39.50	40.66	41.82	42.99	44.15	45.31
	O	39.71	39.71	39.71	39.71	39.71	40.66	41.82	42.99	44.15	45.31
13	B	41.44	42.83	44.21	45.59	46.97	48.35	49.73	51.11	52.50	53.88
	O	41.44	42.83	44.21	45.59	46.97	48.35	49.73	51.11	52.50	53.88
14	B	48.98	50.61	52.24	53.87	55.51	57.14	58.77	60.40	62.04	63.67
	O	48.98	50.61	52.24	53.87	55.51	57.14	58.77	60.40	62.04	63.67
15	B	57.61	59.53	61.45	63.37	65.29	67.21	69.13	71.05	72.97	74.89
	O	57.61	59.53	61.45	63.37	65.29	67.21	69.13	71.05	72.97	74.89

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/>

SALARY TABLE 2017-BOS
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.73%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-CT-ME
TOTAL INCREASE: 2.24%
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	\$ 11.25	\$ 11.63	\$ 12.00	\$ 12.37	\$ 12.75	\$ 12.97	\$ 13.33	\$ 13.71	\$ 13.72	\$ 14.07
	O	16.88	17.45	18.00	18.56	19.13	19.46	20.00	20.57	20.58	21.11
2	B	12.65	12.95	13.37	13.72	13.88	14.29	14.69	15.10	15.51	15.92
	O	18.98	19.43	20.06	20.58	20.82	21.44	22.04	22.65	23.27	23.88
3	B	13.80	14.26	14.72	15.18	15.64	16.10	16.56	17.02	17.48	17.94
	O	20.70	21.39	22.08	22.77	23.46	24.15	24.84	25.53	26.22	26.91
4	B	15.49	16.01	16.53	17.04	17.56	18.07	18.59	19.11	19.62	20.14
	O	23.24	24.02	24.80	25.56	26.34	27.11	27.89	28.67	29.43	30.21
5	B	17.33	17.91	18.49	19.07	19.65	20.22	20.80	21.38	21.96	22.54
	O	26.00	26.87	27.74	28.61	29.48	30.33	31.20	32.07	32.94	33.81
6	B	19.32	19.97	20.61	21.25	21.90	22.54	23.19	23.83	24.48	25.12
	O	28.98	29.96	30.92	31.88	32.85	33.81	34.79	35.75	36.72	37.68
7	B	21.47	22.19	22.90	23.62	24.33	25.05	25.77	26.48	27.20	27.91
	O	32.21	33.29	34.35	35.43	36.50	37.58	38.66	39.72	40.80	41.87
8	B	23.78	24.57	25.36	26.16	26.95	27.74	28.53	29.33	30.12	30.91
	O	35.67	36.86	38.04	39.24	40.43	41.61	42.80	43.38	43.38	43.38
9	B	26.26	27.14	28.01	28.89	29.77	30.64	31.52	32.39	33.27	34.14
	O	39.39	40.71	42.02	43.34	43.38	43.38	43.38	43.38	43.38	43.38
10	B	28.92	29.89	30.85	31.82	32.78	33.74	34.71	35.67	36.64	37.60
	O	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38
11	B	31.78	32.84	33.89	34.95	36.01	37.07	38.13	39.19	40.25	41.31
	O	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38
12	B	38.09	39.36	40.63	41.90	43.17	44.44	45.71	46.98	48.24	49.51
	O	43.38	43.38	43.38	43.38	43.38	44.44	45.71	46.98	48.24	49.51
13	B	45.29	46.80	48.31	49.82	51.33	52.84	54.35	55.86	57.37	58.88
	O	45.29	46.80	48.31	49.82	51.33	52.84	54.35	55.86	57.37	58.88
14	B	53.52	55.30	57.09	58.87	60.66	62.44	64.22	66.01	67.79	69.58
	O	53.52	55.30	57.09	58.87	60.66	62.44	64.22	66.01	67.79	69.58
15	B	62.95	65.05	67.15	69.25	71.35	73.45	75.54	77.58	77.58	77.58
	O	62.95	65.05	67.15	69.25	71.35	73.45	75.54	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)).

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/>

SALARY TABLE 2017-BU
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.66%
FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY
TOTAL INCREASE: 2.16%
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	\$ 10.53	\$ 10.89	\$ 11.24	\$ 11.58	\$ 11.93	\$ 12.14	\$ 12.49	\$ 12.84	\$ 12.85	\$ 13.17
	O	15.80	16.34	16.86	17.37	17.90	18.21	18.74	19.26	19.28	19.76
2	B	11.84	12.12	12.52	12.85	12.99	13.38	13.76	14.14	14.52	14.90
	O	17.76	18.18	18.78	19.28	19.49	20.07	20.64	21.21	21.78	22.35
3	B	12.92	13.35	13.78	14.21	14.65	15.08	15.51	15.94	16.37	16.80
	O	19.38	20.03	20.67	21.32	21.98	22.62	23.27	23.91	24.56	25.20
4	B	14.51	14.99	15.47	15.96	16.44	16.92	17.41	17.89	18.37	18.86
	O	21.77	22.49	23.21	23.94	24.66	25.38	26.12	26.84	27.56	28.29
5	B	16.23	16.77	17.31	17.85	18.39	18.94	19.48	20.02	20.56	21.10
	O	24.35	25.16	25.97	26.78	27.59	28.41	29.22	30.03	30.84	31.65
6	B	18.09	18.69	19.30	19.90	20.50	21.11	21.71	22.31	22.92	23.52
	O	27.14	28.04	28.95	29.85	30.75	31.67	32.57	33.47	34.38	35.28
7	B	20.10	20.77	21.44	22.11	22.79	23.46	24.13	24.80	25.47	26.14
	O	30.15	31.16	32.16	33.17	34.19	35.19	36.20	37.20	38.21	39.21
8	B	22.26	23.01	23.75	24.49	25.23	25.97	26.72	27.46	28.20	28.94
	O	33.39	34.52	35.63	36.74	37.85	38.96	40.08	40.62	40.62	40.62
9	B	24.59	25.41	26.23	27.05	27.87	28.69	29.51	30.33	31.15	31.97
	O	36.89	38.12	39.35	40.58	40.62	40.62	40.62	40.62	40.62	40.62
10	B	27.08	27.98	28.89	29.79	30.69	31.60	32.50	33.40	34.30	35.21
	O	40.62	40.62	40.62	40.62	40.62	40.62	40.62	40.62	40.62	40.62
11	B	29.75	30.74	31.74	32.73	33.72	34.71	35.70	36.69	37.69	38.68
	O	40.62	40.62	40.62	40.62	40.62	40.62	40.62	40.62	40.62	40.62
12	B	35.66	36.85	38.04	39.23	40.42	41.61	42.79	43.98	45.17	46.36
	O	40.62	40.62	40.62	40.62	40.62	41.61	42.79	43.98	45.17	46.36
13	B	42.41	43.82	45.23	46.65	48.06	49.47	50.89	52.30	53.71	55.13
	O	42.41	43.82	45.23	46.65	48.06	49.47	50.89	52.30	53.71	55.13
14	B	50.11	51.78	53.45	55.12	56.79	58.46	60.13	61.80	63.47	65.15
	O	50.11	51.78	53.45	55.12	56.79	58.46	60.13	61.80	63.47	65.15
15	B	58.94	60.91	62.87	64.84	66.80	68.77	70.73	72.70	74.66	76.63
	O	58.94	60.91	62.87	64.84	66.80	68.77	70.73	72.70	74.66	76.63

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/>

SALARY TABLE 2017-CT
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.65%
FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC
TOTAL INCREASE: 2.07%
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	\$ 10.27	\$ 10.61	\$ 10.95	\$ 11.29	\$ 11.63	\$ 11.83	\$ 12.17	\$ 12.51	\$ 12.52	\$ 12.84
	O	15.41	15.92	16.43	16.94	17.45	17.75	18.26	18.77	18.78	19.26
2	B	11.54	11.82	12.20	12.52	12.66	13.04	13.41	13.78	14.15	14.53
	O	17.31	17.73	18.30	18.78	18.99	19.56	20.12	20.67	21.23	21.80
3	B	12.59	13.01	13.43	13.85	14.27	14.69	15.11	15.53	15.95	16.37
	O	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56
4	B	14.14	14.61	15.08	15.55	16.02	16.49	16.96	17.44	17.91	18.38
	O	21.21	21.92	22.62	23.33	24.03	24.74	25.44	26.16	26.87	27.57
5	B	15.82	16.35	16.87	17.40	17.93	18.46	18.98	19.51	20.04	20.57
	O	23.73	24.53	25.31	26.10	26.90	27.69	28.47	29.27	30.06	30.86
6	B	17.63	18.22	18.81	19.40	19.98	20.57	21.16	21.75	22.34	22.92
	O	26.45	27.33	28.22	29.10	29.97	30.86	31.74	32.63	33.51	34.38
7	B	19.59	20.25	20.90	21.55	22.21	22.86	23.51	24.17	24.82	25.47
	O	29.39	30.38	31.35	32.33	33.32	34.29	35.27	36.26	37.23	38.21
8	B	21.70	22.42	23.15	23.87	24.59	25.32	26.04	26.76	27.48	28.21
	O	32.55	33.63	34.73	35.81	36.89	37.98	39.06	39.59	39.59	39.59
9	B	23.97	24.77	25.57	26.36	27.16	27.96	28.76	29.56	30.36	31.16
	O	35.96	37.16	38.36	39.54	39.59	39.59	39.59	39.59	39.59	39.59
10	B	26.39	27.27	28.15	29.03	29.91	30.79	31.67	32.55	33.43	34.31
	O	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59
11	B	29.00	29.96	30.93	31.90	32.86	33.83	34.80	35.76	36.73	37.70
	O	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59
12	B	34.76	35.92	37.07	38.23	39.39	40.55	41.71	42.87	44.03	45.19
	O	39.59	39.59	39.59	39.59	39.59	40.55	41.71	42.87	44.03	45.19
13	B	41.33	42.71	44.09	45.46	46.84	48.22	49.60	50.97	52.35	53.73
	O	41.33	42.71	44.09	45.46	46.84	48.22	49.60	50.97	52.35	53.73
14	B	48.84	50.47	52.10	53.72	55.35	56.98	58.61	60.24	61.86	63.49
	O	48.84	50.47	52.10	53.72	55.35	56.98	58.61	60.24	61.86	63.49
15	B	57.45	59.36	61.28	63.19	65.11	67.02	68.94	70.86	72.77	74.69
	O	57.45	59.36	61.28	63.19	65.11	67.02	68.94	70.86	72.77	74.69

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/>

SALARY TABLE 2017-CHI
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.85%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI
TOTAL INCREASE: 2.14%
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	\$ 11.26	\$ 11.64	\$ 12.01	\$ 12.38	\$ 12.76	\$ 12.98	\$ 13.35	\$ 13.72	\$ 13.74	\$ 14.08
	O	16.89	17.46	18.02	18.57	19.14	19.47	20.03	20.58	20.61	21.12
2	B	12.66	12.96	13.38	13.74	13.89	14.30	14.71	15.12	15.52	15.93
	O	18.99	19.44	20.07	20.61	20.84	21.45	22.07	22.68	23.28	23.90
3	B	13.81	14.27	14.74	15.20	15.66	16.12	16.58	17.04	17.50	17.96
	O	20.72	21.41	22.11	22.80	23.49	24.18	24.87	25.56	26.25	26.94
4	B	15.51	16.02	16.54	17.06	17.57	18.09	18.61	19.12	19.64	20.16
	O	23.27	24.03	24.81	25.59	26.36	27.14	27.92	28.68	29.46	30.24
5	B	17.35	17.93	18.51	19.09	19.66	20.24	20.82	21.40	21.98	22.56
	O	26.03	26.90	27.77	28.64	29.49	30.36	31.23	32.10	32.97	33.84
6	B	19.34	19.98	20.63	21.27	21.92	22.56	23.21	23.85	24.50	25.14
	O	29.01	29.97	30.95	31.91	32.88	33.84	34.82	35.78	36.75	37.71
7	B	21.49	22.21	22.92	23.64	24.36	25.07	25.79	26.51	27.22	27.94
	O	32.24	33.32	34.38	35.46	36.54	37.61	38.69	39.77	40.83	41.91
8	B	23.80	24.59	25.39	26.18	26.97	27.77	28.56	29.35	30.15	30.94
	O	35.70	36.89	38.09	39.27	40.46	41.66	42.84	43.43	43.43	43.43
9	B	26.29	27.16	28.04	28.92	29.79	30.67	31.55	32.42	33.30	34.18
	O	39.44	40.74	42.06	43.38	43.43	43.43	43.43	43.43	43.43	43.43
10	B	28.95	29.92	30.88	31.85	32.81	33.78	34.74	35.71	36.67	37.64
	O	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43
11	B	31.81	32.87	33.93	34.99	36.05	37.11	38.17	39.23	40.29	41.35
	O	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43
12	B	38.12	39.39	40.67	41.94	43.21	44.48	45.75	47.02	48.29	49.56
	O	43.43	43.43	43.43	43.43	43.43	44.48	45.75	47.02	48.29	49.56
13	B	45.33	46.84	48.36	49.87	51.38	52.89	54.40	55.91	57.42	58.93
	O	45.33	46.84	48.36	49.87	51.38	52.89	54.40	55.91	57.42	58.93
14	B	53.57	55.36	57.14	58.93	60.71	62.50	64.28	66.07	67.86	69.64
	O	53.57	55.36	57.14	58.93	60.71	62.50	64.28	66.07	67.86	69.64
15	B	63.01	65.11	67.21	69.31	71.42	73.52	75.62	77.58	77.58	77.58
	O	63.01	65.11	67.21	69.31	71.42	73.52	75.62	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)).

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/>

SALARY TABLE 2017-CIN
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.52%
FOR THE LOCALITY PAY AREA OF CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN
TOTAL INCREASE: 1.65%
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	\$ 10.61	\$ 10.96	\$ 11.32	\$ 11.67	\$ 12.02	\$ 12.23	\$ 12.58	\$ 12.93	\$ 12.94	\$ 13.27
	O	15.92	16.44	16.98	17.51	18.03	18.35	18.87	19.40	19.41	19.91
2	B	11.93	12.21	12.61	12.94	13.09	13.47	13.86	14.24	14.63	15.01
	O	17.90	18.32	18.92	19.41	19.64	20.21	20.79	21.36	21.95	22.52
3	B	13.02	13.45	13.88	14.32	14.75	15.19	15.62	16.05	16.49	16.92
	O	19.53	20.18	20.82	21.48	22.13	22.79	23.43	24.08	24.74	25.38
4	B	14.61	15.10	15.59	16.07	16.56	17.05	17.53	18.02	18.51	18.99
	O	21.92	22.65	23.39	24.11	24.84	25.58	26.30	27.03	27.77	28.49
5	B	16.35	16.89	17.44	17.98	18.53	19.07	19.62	20.16	20.71	21.25
	O	24.53	25.34	26.16	26.97	27.80	28.61	29.43	30.24	31.07	31.88
6	B	18.22	18.83	19.44	20.05	20.65	21.26	21.87	22.48	23.08	23.69
	O	27.33	28.25	29.16	30.08	30.98	31.89	32.81	33.72	34.62	35.54
7	B	20.25	20.92	21.60	22.28	22.95	23.63	24.30	24.98	25.65	26.33
	O	30.38	31.38	32.40	33.42	34.43	35.45	36.45	37.47	38.48	39.50
8	B	22.43	23.17	23.92	24.67	25.42	26.16	26.91	27.66	28.40	29.15
	O	33.65	34.76	35.88	37.01	38.13	39.24	40.37	40.92	40.92	40.92
9	B	24.77	25.60	26.42	27.25	28.07	28.90	29.72	30.55	31.38	32.20
	O	37.16	38.40	39.63	40.88	40.92	40.92	40.92	40.92	40.92	40.92
10	B	27.28	28.19	29.10	30.01	30.91	31.82	32.73	33.64	34.55	35.46
	O	40.92	40.92	40.92	40.92	40.92	40.92	40.92	40.92	40.92	40.92
11	B	29.97	30.97	31.97	32.96	33.96	34.96	35.96	36.96	37.96	38.96
	O	40.92	40.92	40.92	40.92	40.92	40.92	40.92	40.92	40.92	40.92
12	B	35.92	37.12	38.32	39.51	40.71	41.91	43.10	44.30	45.50	46.70
	O	40.92	40.92	40.92	40.92	40.92	41.91	43.10	44.30	45.50	46.70
13	B	42.71	44.14	45.56	46.98	48.41	49.83	51.26	52.68	54.10	55.53
	O	42.71	44.14	45.56	46.98	48.41	49.83	51.26	52.68	54.10	55.53
14	B	50.47	52.16	53.84	55.52	57.20	58.89	60.57	62.25	63.93	65.62
	O	50.47	52.16	53.84	55.52	57.20	58.89	60.57	62.25	63.93	65.62
15	B	59.37	61.35	63.33	65.31	67.29	69.27	71.25	73.23	75.21	77.18
	O	59.37	61.35	63.33	65.31	67.29	69.27	71.25	73.23	75.21	77.18

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/>

SALARY TABLE 2017-CLE
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.71%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH
TOTAL INCREASE: 1.71%
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	\$ 10.63	\$ 10.98	\$ 11.34	\$ 11.69	\$ 12.04	\$ 12.25	\$ 12.60	\$ 12.95	\$ 12.96	\$ 13.29
	O	15.95	16.47	17.01	17.54	18.06	18.38	18.90	19.43	19.44	19.94
2	B	11.95	12.23	12.63	12.96	13.11	13.49	13.88	14.26	14.65	15.04
	O	17.93	18.35	18.95	19.44	19.67	20.24	20.82	21.39	21.98	22.56
3	B	13.04	13.47	13.91	14.34	14.78	15.21	15.64	16.08	16.51	16.95
	O	19.56	20.21	20.87	21.51	22.17	22.82	23.46	24.12	24.77	25.43
4	B	14.63	15.12	15.61	16.10	16.59	17.07	17.56	18.05	18.54	19.02
	O	21.95	22.68	23.42	24.15	24.89	25.61	26.34	27.08	27.81	28.53
5	B	16.37	16.92	17.47	18.01	18.56	19.10	19.65	20.20	20.74	21.29
	O	24.56	25.38	26.21	27.02	27.84	28.65	29.48	30.30	31.11	31.94
6	B	18.25	18.86	19.47	20.08	20.69	21.29	21.90	22.51	23.12	23.73
	O	27.38	28.29	29.21	30.12	31.04	31.94	32.85	33.77	34.68	35.60
7	B	20.28	20.96	21.63	22.31	22.99	23.66	24.34	25.02	25.69	26.37
	O	30.42	31.44	32.45	33.47	34.49	35.49	36.51	37.53	38.54	39.56
8	B	22.46	23.21	23.96	24.71	25.46	26.20	26.95	27.70	28.45	29.20
	O	33.69	34.82	35.94	37.07	38.19	39.30	40.43	40.98	40.98	40.98
9	B	24.81	25.64	26.46	27.29	28.12	28.94	29.77	30.60	31.43	32.25
	O	37.22	38.46	39.69	40.94	40.98	40.98	40.98	40.98	40.98	40.98
10	B	27.32	28.23	29.14	30.05	30.96	31.87	32.79	33.70	34.61	35.52
	O	40.98	40.98	40.98	40.98	40.98	40.98	40.98	40.98	40.98	40.98
11	B	30.02	31.02	32.02	33.02	34.02	35.02	36.02	37.02	38.02	39.02
	O	40.98	40.98	40.98	40.98	40.98	40.98	40.98	40.98	40.98	40.98
12	B	35.98	37.18	38.38	39.58	40.77	41.97	43.17	44.37	45.57	46.77
	O	40.98	40.98	40.98	40.98	40.98	41.97	43.17	44.37	45.57	46.77
13	B	42.78	44.21	45.63	47.06	48.48	49.91	51.34	52.76	54.19	55.61
	O	42.78	44.21	45.63	47.06	48.48	49.91	51.34	52.76	54.19	55.61
14	B	50.55	52.24	53.93	55.61	57.30	58.98	60.67	62.35	64.04	65.72
	O	50.55	52.24	53.93	55.61	57.30	58.98	60.67	62.35	64.04	65.72
15	B	59.47	61.45	63.43	65.41	67.40	69.38	71.36	73.34	75.32	77.31
	O	59.47	61.45	63.43	65.41	67.40	69.38	71.36	73.34	75.32	77.31

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/>

SALARY TABLE 2017-CS
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.99%
FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO
TOTAL INCREASE: 2.30%
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	\$ 10.30	\$ 10.64	\$ 10.98	\$ 11.32	\$ 11.67	\$ 11.87	\$ 12.20	\$ 12.55	\$ 12.56	\$ 12.88
	O	15.45	15.96	16.47	16.98	17.51	17.81	18.30	18.83	18.84	19.32
2	B	11.58	11.85	12.24	12.56	12.70	13.07	13.45	13.82	14.20	14.57
	O	17.37	17.78	18.36	18.84	19.05	19.61	20.18	20.73	21.30	21.86
3	B	12.63	13.05	13.47	13.90	14.32	14.74	15.16	15.58	16.00	16.42
	O	18.95	19.58	20.21	20.85	21.48	22.11	22.74	23.37	24.00	24.63
4	B	14.18	14.65	15.13	15.60	16.07	16.54	17.01	17.49	17.96	18.43
	O	21.27	21.98	22.70	23.40	24.11	24.81	25.52	26.24	26.94	27.65
5	B	15.86	16.39	16.92	17.45	17.98	18.51	19.04	19.57	20.10	20.63
	O	23.79	24.59	25.38	26.18	26.97	27.77	28.56	29.36	30.15	30.95
6	B	17.68	18.27	18.86	19.45	20.04	20.63	21.22	21.81	22.40	22.99
	O	26.52	27.41	28.29	29.18	30.06	30.95	31.83	32.72	33.60	34.49
7	B	19.65	20.31	20.96	21.62	22.27	22.93	23.58	24.24	24.89	25.55
	O	29.48	30.47	31.44	32.43	33.41	34.40	35.37	36.36	37.34	38.33
8	B	21.76	22.49	23.21	23.94	24.66	25.39	26.12	26.84	27.57	28.29
	O	32.64	33.74	34.82	35.91	36.99	38.09	39.18	39.71	39.71	39.71
9	B	24.04	24.84	25.64	26.44	27.24	28.05	28.85	29.65	30.45	31.25
	O	36.06	37.26	38.46	39.66	39.71	39.71	39.71	39.71	39.71	39.71
10	B	26.47	27.35	28.24	29.12	30.00	30.88	31.77	32.65	33.53	34.41
	O	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71
11	B	29.08	30.05	31.02	31.99	32.96	33.93	34.90	35.87	36.84	37.81
	O	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71	39.71
12	B	34.86	36.02	37.18	38.35	39.51	40.67	41.83	42.99	44.16	45.32
	O	39.71	39.71	39.71	39.71	39.71	40.67	41.83	42.99	44.16	45.32
13	B	41.45	42.83	44.22	45.60	46.98	48.36	49.74	51.12	52.51	53.89
	O	41.45	42.83	44.22	45.60	46.98	48.36	49.74	51.12	52.51	53.89
14	B	48.98	50.62	52.25	53.88	55.52	57.15	58.78	60.41	62.05	63.68
	O	48.98	50.62	52.25	53.88	55.52	57.15	58.78	60.41	62.05	63.68
15	B	57.62	59.54	61.46	63.38	65.30	67.22	69.14	71.06	72.98	74.91
	O	57.62	59.54	61.46	63.38	65.30	67.22	69.14	71.06	72.98	74.91

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/>

SALARY TABLE 2017-COL
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.49%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH
TOTAL INCREASE: 1.93%
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	\$ 10.52	\$ 10.87	\$ 11.22	\$ 11.57	\$ 11.92	\$ 12.12	\$ 12.47	\$ 12.82	\$ 12.83	\$ 13.16
	O	15.78	16.31	16.83	17.36	17.88	18.18	18.71	19.23	19.25	19.74
2	B	11.83	12.11	12.50	12.83	12.98	13.36	13.74	14.12	14.50	14.88
	O	17.75	18.17	18.75	19.25	19.47	20.04	20.61	21.18	21.75	22.32
3	B	12.90	13.33	13.76	14.19	14.62	15.06	15.49	15.92	16.35	16.78
	O	19.35	20.00	20.64	21.29	21.93	22.59	23.24	23.88	24.53	25.17
4	B	14.49	14.97	15.45	15.93	16.42	16.90	17.38	17.86	18.35	18.83
	O	21.74	22.46	23.18	23.90	24.63	25.35	26.07	26.79	27.53	28.25
5	B	16.21	16.75	17.29	17.83	18.37	18.91	19.45	19.99	20.53	21.07
	O	24.32	25.13	25.94	26.75	27.56	28.37	29.18	29.99	30.80	31.61
6	B	18.07	18.67	19.27	19.87	20.47	21.08	21.68	22.28	22.88	23.49
	O	27.11	28.01	28.91	29.81	30.71	31.62	32.52	33.42	34.32	35.24
7	B	20.08	20.74	21.41	22.08	22.75	23.42	24.09	24.76	25.43	26.10
	O	30.12	31.11	32.12	33.12	34.13	35.13	36.14	37.14	38.15	39.15
8	B	22.23	22.97	23.71	24.46	25.20	25.94	26.68	27.42	28.16	28.90
	O	33.35	34.46	35.57	36.69	37.80	38.91	40.02	40.56	40.56	40.56
9	B	24.56	25.37	26.19	27.01	27.83	28.65	29.47	30.29	31.11	31.92
	O	36.84	38.06	39.29	40.52	40.56	40.56	40.56	40.56	40.56	40.56
10	B	27.04	27.94	28.85	29.75	30.65	31.55	32.45	33.35	34.25	35.16
	O	40.56	40.56	40.56	40.56	40.56	40.56	40.56	40.56	40.56	40.56
11	B	29.71	30.70	31.69	32.68	33.67	34.66	35.65	36.64	37.63	38.62
	O	40.56	40.56	40.56	40.56	40.56	40.56	40.56	40.56	40.56	40.56
12	B	35.61	36.80	37.99	39.17	40.36	41.55	42.73	43.92	45.11	46.30
	O	40.56	40.56	40.56	40.56	40.56	41.55	42.73	43.92	45.11	46.30
13	B	42.35	43.76	45.17	46.58	47.99	49.40	50.81	52.23	53.64	55.05
	O	42.35	43.76	45.17	46.58	47.99	49.40	50.81	52.23	53.64	55.05
14	B	50.04	51.71	53.38	55.04	56.71	58.38	60.05	61.72	63.38	65.05
	O	50.04	51.71	53.38	55.04	56.71	58.38	60.05	61.72	63.38	65.05
15	B	58.86	60.82	62.78	64.75	66.71	68.67	70.63	72.60	74.56	76.52
	O	58.86	60.82	62.78	64.75	66.71	68.67	70.63	72.60	74.56	76.52

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/>

SALARY TABLE 2017-DFW
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.61%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK
TOTAL INCREASE: 2.31%
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	\$ 10.88	\$ 11.25	\$ 11.61	\$ 11.97	\$ 12.33	\$ 12.54	\$ 12.90	\$ 13.26	\$ 13.28	\$ 13.61
	O	16.32	16.88	17.42	17.96	18.50	18.81	19.35	19.89	19.92	20.42
2	B	12.24	12.53	12.93	13.28	13.43	13.82	14.22	14.61	15.01	15.40
	O	18.36	18.80	19.40	19.92	20.15	20.73	21.33	21.92	22.52	23.10
3	B	13.35	13.80	14.24	14.69	15.13	15.58	16.02	16.47	16.91	17.36
	O	20.03	20.70	21.36	22.04	22.70	23.37	24.03	24.71	25.37	26.04
4	B	14.99	15.49	15.99	16.49	16.99	17.49	17.99	18.48	18.98	19.48
	O	22.49	23.24	23.99	24.74	25.49	26.24	26.99	27.72	28.47	29.22
5	B	16.77	17.33	17.89	18.45	19.01	19.57	20.13	20.69	21.24	21.80
	O	25.16	26.00	26.84	27.68	28.52	29.36	30.20	31.04	31.86	32.70
6	B	18.69	19.32	19.94	20.56	21.19	21.81	22.43	23.06	23.68	24.30
	O	28.04	28.98	29.91	30.84	31.79	32.72	33.65	34.59	35.52	36.45
7	B	20.77	21.47	22.16	22.85	23.54	24.24	24.93	25.62	26.31	27.01
	O	31.16	32.21	33.24	34.28	35.31	36.36	37.40	38.43	39.47	40.52
8	B	23.01	23.77	24.54	25.31	26.07	26.84	27.61	28.37	29.14	29.91
	O	34.52	35.66	36.81	37.97	39.11	40.26	41.42	41.97	41.97	41.97
9	B	25.41	26.26	27.10	27.95	28.80	29.65	30.49	31.34	32.19	33.03
	O	38.12	39.39	40.65	41.93	41.97	41.97	41.97	41.97	41.97	41.97
10	B	27.98	28.92	29.85	30.78	31.71	32.65	33.58	34.51	35.45	36.38
	O	41.97	41.97	41.97	41.97	41.97	41.97	41.97	41.97	41.97	41.97
11	B	30.74	31.77	32.79	33.82	34.84	35.87	36.89	37.92	38.94	39.96
	O	41.97	41.97	41.97	41.97	41.97	41.97	41.97	41.97	41.97	41.97
12	B	36.85	38.08	39.31	40.53	41.76	42.99	44.22	45.45	46.68	47.90
	O	41.97	41.97	41.97	41.97	41.97	42.99	44.22	45.45	46.68	47.90
13	B	43.82	45.28	46.74	48.20	49.66	51.12	52.58	54.04	55.50	56.96
	O	43.82	45.28	46.74	48.20	49.66	51.12	52.58	54.04	55.50	56.96
14	B	51.78	53.51	55.23	56.96	58.68	60.41	62.14	63.86	65.59	67.31
	O	51.78	53.51	55.23	56.96	58.68	60.41	62.14	63.86	65.59	67.31
15	B	60.91	62.94	64.97	67.00	69.03	71.06	73.09	75.12	77.15	77.58
	O	60.91	62.94	64.97	67.00	69.03	71.06	73.09	75.12	77.15	77.58

* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>

SALARY TABLE 2017-DV
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.56%
FOR THE LOCALITY PAY AREA OF DAVENPORT-MOLINE, IA-IL
TOTAL INCREASE: 2.00%
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	\$ 10.26	\$ 10.60	\$ 10.94	\$ 11.28	\$ 11.62	\$ 11.82	\$ 12.16	\$ 12.50	\$ 12.51	\$ 12.83
	O	15.39	15.90	16.41	16.92	17.43	17.73	18.24	18.75	18.77	19.25
2	B	11.53	11.81	12.19	12.51	12.65	13.03	13.40	13.77	14.14	14.51
	O	17.30	17.72	18.29	18.77	18.98	19.55	20.10	20.66	21.21	21.77
3	B	12.58	13.00	13.42	13.84	14.26	14.68	15.10	15.52	15.94	16.36
	O	18.87	19.50	20.13	20.76	21.39	22.02	22.65	23.28	23.91	24.54
4	B	14.13	14.60	15.07	15.54	16.01	16.48	16.95	17.42	17.89	18.36
	O	21.20	21.90	22.61	23.31	24.02	24.72	25.43	26.13	26.84	27.54
5	B	15.81	16.33	16.86	17.39	17.91	18.44	18.97	19.50	20.02	20.55
	O	23.72	24.50	25.29	26.09	26.87	27.66	28.46	29.25	30.03	30.83
6	B	17.62	18.21	18.79	19.38	19.97	20.56	21.14	21.73	22.32	22.91
	O	26.43	27.32	28.19	29.07	29.96	30.84	31.71	32.60	33.48	34.37
7	B	19.58	20.23	20.88	21.54	22.19	22.84	23.50	24.15	24.80	25.45
	O	29.37	30.35	31.32	32.31	33.29	34.26	35.25	36.23	37.20	38.18
8	B	21.68	22.41	23.13	23.85	24.57	25.30	26.02	26.74	27.46	28.19
	O	32.52	33.62	34.70	35.78	36.86	37.95	39.03	39.56	39.56	39.56
9	B	23.95	24.75	25.55	26.34	27.14	27.94	28.74	29.54	30.34	31.13
	O	35.93	37.13	38.33	39.51	39.56	39.56	39.56	39.56	39.56	39.56
10	B	26.37	27.25	28.13	29.01	29.89	30.77	31.65	32.53	33.41	34.29
	O	39.56	39.56	39.56	39.56	39.56	39.56	39.56	39.56	39.56	39.56
11	B	28.98	29.94	30.91	31.87	32.84	33.80	34.77	35.74	36.70	37.67
	O	39.56	39.56	39.56	39.56	39.56	39.56	39.56	39.56	39.56	39.56
12	B	34.73	35.89	37.05	38.20	39.36	40.52	41.68	42.83	43.99	45.15
	O	39.56	39.56	39.56	39.56	39.56	40.52	41.68	42.83	43.99	45.15
13	B	41.30	42.67	44.05	45.43	46.80	48.18	49.56	50.93	52.31	53.69
	O	41.30	42.67	44.05	45.43	46.80	48.18	49.56	50.93	52.31	53.69
14	B	48.80	50.43	52.06	53.68	55.31	56.94	58.56	60.19	61.82	63.44
	O	48.80	50.43	52.06	53.68	55.31	56.94	58.56	60.19	61.82	63.44
15	B	57.40	59.32	61.23	63.15	65.06	66.97	68.89	70.80	72.71	74.63
	O	57.40	59.32	61.23	63.15	65.06	66.97	68.89	70.80	72.71	74.63

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/>

SALARY TABLE 2017-DAY
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.59%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH
TOTAL INCREASE: 1.94%
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	\$ 10.44	\$ 10.79	\$ 11.13	\$ 11.48	\$ 11.83	\$ 12.03	\$ 12.37	\$ 12.72	\$ 12.73	\$ 13.06
	O	15.66	16.19	16.70	17.22	17.75	18.05	18.56	19.08	19.10	19.59
2	B	11.74	12.02	12.40	12.73	12.88	13.25	13.63	14.01	14.39	14.77
	O	17.61	18.03	18.60	19.10	19.32	19.88	20.45	21.02	21.59	22.16
3	B	12.81	13.23	13.66	14.09	14.51	14.94	15.37	15.79	16.22	16.65
	O	19.22	19.85	20.49	21.14	21.77	22.41	23.06	23.69	24.33	24.98
4	B	14.38	14.85	15.33	15.81	16.29	16.77	17.25	17.73	18.21	18.69
	O	21.57	22.28	23.00	23.72	24.44	25.16	25.88	26.60	27.32	28.04
5	B	16.08	16.62	17.16	17.69	18.23	18.77	19.30	19.84	20.37	20.91
	O	24.12	24.93	25.74	26.54	27.35	28.16	28.95	29.76	30.56	31.37
6	B	17.93	18.53	19.12	19.72	20.32	20.92	21.52	22.11	22.71	23.31
	O	26.90	27.80	28.68	29.58	30.48	31.38	32.28	33.17	34.07	34.97
7	B	19.92	20.59	21.25	21.92	22.58	23.24	23.91	24.57	25.24	25.90
	O	29.88	30.89	31.88	32.88	33.87	34.86	35.87	36.86	37.86	38.85
8	B	22.06	22.80	23.53	24.27	25.00	25.74	26.48	27.21	27.95	28.68
	O	33.09	34.20	35.30	36.41	37.50	38.61	39.72	40.26	40.26	40.26
9	B	24.37	25.18	25.99	26.81	27.62	28.43	29.24	30.06	30.87	31.68
	O	36.56	37.77	38.99	40.22	40.26	40.26	40.26	40.26	40.26	40.26
10	B	26.84	27.73	28.63	29.52	30.42	31.31	32.21	33.10	33.99	34.89
	O	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26
11	B	29.48	30.47	31.45	32.43	33.41	34.40	35.38	36.36	37.35	38.33
	O	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26	40.26
12	B	35.34	36.52	37.70	38.87	40.05	41.23	42.41	43.59	44.77	45.94
	O	40.26	40.26	40.26	40.26	40.26	41.23	42.41	43.59	44.77	45.94
13	B	42.02	43.42	44.83	46.23	47.63	49.03	50.43	51.83	53.23	54.63
	O	42.02	43.42	44.83	46.23	47.63	49.03	50.43	51.83	53.23	54.63
14	B	49.66	51.31	52.97	54.63	56.28	57.94	59.59	61.25	62.90	64.56
	O	49.66	51.31	52.97	54.63	56.28	57.94	59.59	61.25	62.90	64.56
15	B	58.41	60.36	62.31	64.25	66.20	68.15	70.10	72.04	73.99	75.94
	O	58.41	60.36	62.31	64.25	66.20	68.15	70.10	72.04	73.99	75.94

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/>

SALARY TABLE 2017-DEN
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.65%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO
TOTAL INCREASE: 2.41%
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	\$ 11.07	\$ 11.44	\$ 11.80	\$ 12.17	\$ 12.54	\$ 12.75	\$ 13.12	\$ 13.48	\$ 13.50	\$ 13.84
	O	16.61	17.16	17.70	18.26	18.81	19.13	19.68	20.22	20.25	20.76
2	B	12.44	12.74	13.15	13.50	13.65	14.05	14.45	14.85	15.25	15.66
	O	18.66	19.11	19.73	20.25	20.48	21.08	21.68	22.28	22.88	23.49
3	B	13.57	14.03	14.48	14.93	15.39	15.84	16.29	16.74	17.20	17.65
	O	20.36	21.05	21.72	22.40	23.09	23.76	24.44	25.11	25.80	26.48
4	B	15.24	15.75	16.25	16.76	17.27	17.78	18.28	18.79	19.30	19.81
	O	22.86	23.63	24.38	25.14	25.91	26.67	27.42	28.19	28.95	29.72
5	B	17.05	17.62	18.19	18.75	19.32	19.89	20.46	21.03	21.60	22.17
	O	25.58	26.43	27.29	28.13	28.98	29.84	30.69	31.55	32.40	33.26
6	B	19.00	19.64	20.27	20.91	21.54	22.17	22.81	23.44	24.07	24.71
	O	28.50	29.46	30.41	31.37	32.31	33.26	34.22	35.16	36.11	37.07
7	B	21.12	21.82	22.53	23.23	23.94	24.64	25.34	26.05	26.75	27.46
	O	31.68	32.73	33.80	34.85	35.91	36.96	38.01	39.08	40.13	41.19
8	B	23.39	24.17	24.95	25.73	26.51	27.29	28.07	28.84	29.62	30.40
	O	35.09	36.26	37.43	38.60	39.77	40.94	42.11	42.68	42.68	42.68
9	B	25.83	26.69	27.55	28.42	29.28	30.14	31.00	31.86	32.72	33.58
	O	38.75	40.04	41.33	42.63	42.68	42.68	42.68	42.68	42.68	42.68
10	B	28.45	29.40	30.34	31.29	32.24	33.19	34.14	35.09	36.04	36.98
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
11	B	31.25	32.30	33.34	34.38	35.42	36.46	37.50	38.55	39.59	40.63
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
12	B	37.46	38.71	39.96	41.21	42.46	43.71	44.96	46.20	47.45	48.70
	O	42.68	42.68	42.68	42.68	42.68	43.71	44.96	46.20	47.45	48.70
13	B	44.55	46.03	47.52	49.00	50.49	51.97	53.46	54.94	56.43	57.91
	O	44.55	46.03	47.52	49.00	50.49	51.97	53.46	54.94	56.43	57.91
14	B	52.64	54.40	56.15	57.91	59.66	61.41	63.17	64.92	66.68	68.43
	O	52.64	54.40	56.15	57.91	59.66	61.41	63.17	64.92	66.68	68.43
15	B	61.92	63.98	66.05	68.11	70.18	72.24	74.31	76.37	77.58	77.58
	O	61.92	63.98	66.05	68.11	70.18	72.24	74.31	76.37	77.58	77.58

* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>

SALARY TABLE 2017-DET
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.68%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI
TOTAL INCREASE: 2.04%
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	\$ 11.16	\$ 11.53	\$ 11.90	\$ 12.27	\$ 12.64	\$ 12.86	\$ 13.22	\$ 13.59	\$ 13.61	\$ 13.95
	O	16.74	17.30	17.85	18.41	18.96	19.29	19.83	20.39	20.42	20.93
2	B	12.54	12.84	13.26	13.61	13.76	14.17	14.57	14.98	15.38	15.79
	O	18.81	19.26	19.89	20.42	20.64	21.26	21.86	22.47	23.07	23.69
3	B	13.69	14.14	14.60	15.06	15.51	15.97	16.43	16.88	17.34	17.79
	O	20.54	21.21	21.90	22.59	23.27	23.96	24.65	25.32	26.01	26.69
4	B	15.36	15.88	16.39	16.90	17.41	17.92	18.44	18.95	19.46	19.97
	O	23.04	23.82	24.59	25.35	26.12	26.88	27.66	28.43	29.19	29.96
5	B	17.19	17.76	18.34	18.91	19.48	20.06	20.63	21.20	21.78	22.35
	O	25.79	26.64	27.51	28.37	29.22	30.09	30.95	31.80	32.67	33.53
6	B	19.16	19.80	20.44	21.08	21.72	22.36	23.00	23.63	24.27	24.91
	O	28.74	29.70	30.66	31.62	32.58	33.54	34.50	35.45	36.41	37.37
7	B	21.29	22.00	22.71	23.42	24.13	24.84	25.55	26.26	26.97	27.68
	O	31.94	33.00	34.07	35.13	36.20	37.26	38.33	39.39	40.46	41.52
8	B	23.58	24.37	25.15	25.94	26.73	27.51	28.30	29.08	29.87	30.65
	O	35.37	36.56	37.73	38.91	40.10	41.27	42.45	43.02	43.02	43.02
9	B	26.05	26.91	27.78	28.65	29.52	30.39	31.26	32.12	32.99	33.86
	O	39.08	40.37	41.67	42.98	43.02	43.02	43.02	43.02	43.02	43.02
10	B	28.68	29.64	30.60	31.55	32.51	33.46	34.42	35.38	36.33	37.29
	O	43.02	43.02	43.02	43.02	43.02	43.02	43.02	43.02	43.02	43.02
11	B	31.51	32.56	33.61	34.66	35.71	36.76	37.81	38.86	39.91	40.97
	O	43.02	43.02	43.02	43.02	43.02	43.02	43.02	43.02	43.02	43.02
12	B	37.77	39.03	40.29	41.55	42.81	44.07	45.33	46.59	47.85	49.10
	O	43.02	43.02	43.02	43.02	43.02	44.07	45.33	46.59	47.85	49.10
13	B	44.91	46.41	47.91	49.41	50.90	52.40	53.90	55.39	56.89	58.39
	O	44.91	46.41	47.91	49.41	50.90	52.40	53.90	55.39	56.89	58.39
14	B	53.08	54.85	56.61	58.38	60.15	61.92	63.69	65.46	67.23	69.00
	O	53.08	54.85	56.61	58.38	60.15	61.92	63.69	65.46	67.23	69.00
15	B	62.43	64.51	66.59	68.68	70.76	72.84	74.92	77.00	77.58	77.58
	O	62.43	64.51	66.59	68.68	70.76	72.84	74.92	77.00	77.58	77.58

* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>

SALARY TABLE 2017-HB
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.63%
FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA
TOTAL INCREASE: 2.02%
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	\$ 10.26	\$ 10.61	\$ 10.95	\$ 11.29	\$ 11.63	\$ 11.83	\$ 12.17	\$ 12.51	\$ 12.52	\$ 12.84
	O	15.39	15.92	16.43	16.94	17.45	17.75	18.26	18.77	18.78	19.26
2	B	11.54	11.82	12.20	12.52	12.66	13.03	13.41	13.78	14.15	14.52
	O	17.31	17.73	18.30	18.78	18.99	19.55	20.12	20.67	21.23	21.78
3	B	12.59	13.01	13.43	13.85	14.27	14.69	15.11	15.53	15.95	16.37
	O	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56
4	B	14.14	14.61	15.08	15.55	16.02	16.49	16.96	17.43	17.90	18.37
	O	21.21	21.92	22.62	23.33	24.03	24.74	25.44	26.15	26.85	27.56
5	B	15.82	16.34	16.87	17.40	17.93	18.45	18.98	19.51	20.03	20.56
	O	23.73	24.51	25.31	26.10	26.90	27.68	28.47	29.27	30.05	30.84
6	B	17.63	18.22	18.80	19.39	19.98	20.57	21.16	21.74	22.33	22.92
	O	26.45	27.33	28.20	29.09	29.97	30.86	31.74	32.61	33.50	34.38
7	B	19.59	20.24	20.90	21.55	22.20	22.86	23.51	24.16	24.82	25.47
	O	29.39	30.36	31.35	32.33	33.30	34.29	35.27	36.24	37.23	38.21
8	B	21.70	22.42	23.14	23.86	24.59	25.31	26.03	26.76	27.48	28.20
	O	32.55	33.63	34.71	35.79	36.89	37.97	39.05	39.59	39.59	39.59
9	B	23.96	24.76	25.56	26.36	27.16	27.96	28.76	29.56	30.35	31.15
	O	35.94	37.14	38.34	39.54	39.59	39.59	39.59	39.59	39.59	39.59
10	B	26.39	27.27	28.15	29.03	29.91	30.79	31.67	32.55	33.43	34.31
	O	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59
11	B	28.99	29.96	30.93	31.89	32.86	33.82	34.79	35.76	36.72	37.69
	O	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59
12	B	34.75	35.91	37.07	38.23	39.39	40.54	41.70	42.86	44.02	45.18
	O	39.59	39.59	39.59	39.59	39.59	40.54	41.70	42.86	44.02	45.18
13	B	41.32	42.70	44.08	45.46	46.83	48.21	49.59	50.96	52.34	53.72
	O	41.32	42.70	44.08	45.46	46.83	48.21	49.59	50.96	52.34	53.72
14	B	48.83	50.46	52.09	53.71	55.34	56.97	58.60	60.23	61.85	63.48
	O	48.83	50.46	52.09	53.71	55.34	56.97	58.60	60.23	61.85	63.48
15	B	57.44	59.35	61.27	63.18	65.10	67.01	68.93	70.84	72.76	74.67
	O	57.44	59.35	61.27	63.18	65.10	67.01	68.93	70.84	72.76	74.67

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/>

SALARY TABLE 2017-HAR
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.57%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA
TOTAL INCREASE: 2.10%
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	\$ 11.32	\$ 11.70	\$ 12.08	\$ 12.45	\$ 12.83	\$ 13.05	\$ 13.42	\$ 13.80	\$ 13.81	\$ 14.16
	O	16.98	17.55	18.12	18.68	19.25	19.58	20.13	20.70	20.72	21.24
2	B	12.73	13.03	13.46	13.81	13.97	14.38	14.79	15.20	15.61	16.02
	O	19.10	19.55	20.19	20.72	20.96	21.57	22.19	22.80	23.42	24.03
3	B	13.89	14.36	14.82	15.28	15.75	16.21	16.67	17.14	17.60	18.06
	O	20.84	21.54	22.23	22.92	23.63	24.32	25.01	25.71	26.40	27.09
4	B	15.60	16.12	16.63	17.15	17.67	18.19	18.71	19.23	19.75	20.27
	O	23.40	24.18	24.95	25.73	26.51	27.29	28.07	28.85	29.63	30.41
5	B	17.45	18.03	18.61	19.19	19.78	20.36	20.94	21.52	22.10	22.69
	O	26.18	27.05	27.92	28.79	29.67	30.54	31.41	32.28	33.15	34.04
6	B	19.45	20.10	20.75	21.40	22.04	22.69	23.34	23.99	24.64	25.29
	O	29.18	30.15	31.13	32.10	33.06	34.04	35.01	35.99	36.96	37.94
7	B	21.61	22.33	23.06	23.78	24.50	25.22	25.94	26.66	27.38	28.10
	O	32.42	33.50	34.59	35.67	36.75	37.83	38.91	39.99	41.07	42.15
8	B	23.94	24.73	25.53	26.33	27.13	27.92	28.72	29.52	30.32	31.12
	O	35.91	37.10	38.30	39.50	40.70	41.88	43.08	43.67	43.67	43.67
9	B	26.44	27.32	28.20	29.08	29.96	30.84	31.73	32.61	33.49	34.37
	O	39.66	40.98	42.30	43.62	43.67	43.67	43.67	43.67	43.67	43.67
10	B	29.11	30.08	31.06	32.03	33.00	33.97	34.94	35.91	36.88	37.85
	O	43.67	43.67	43.67	43.67	43.67	43.67	43.67	43.67	43.67	43.67
11	B	31.99	33.05	34.12	35.18	36.25	37.32	38.38	39.45	40.52	41.58
	O	43.67	43.67	43.67	43.67	43.67	43.67	43.67	43.67	43.67	43.67
12	B	38.34	39.62	40.90	42.17	43.45	44.73	46.01	47.29	48.56	49.84
	O	43.67	43.67	43.67	43.67	43.67	44.73	46.01	47.29	48.56	49.84
13	B	45.59	47.11	48.63	50.15	51.67	53.19	54.71	56.23	57.75	59.27
	O	45.59	47.11	48.63	50.15	51.67	53.19	54.71	56.23	57.75	59.27
14	B	53.87	55.67	57.47	59.26	61.06	62.85	64.65	66.45	68.24	70.04
	O	53.87	55.67	57.47	59.26	61.06	62.85	64.65	66.45	68.24	70.04
15	B	63.37	65.48	67.60	69.71	71.82	73.93	76.05	77.58	77.58	77.58
	O	63.37	65.48	67.60	69.71	71.82	73.93	76.05	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)).

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/>

SALARY TABLE 2017-HOU
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.97%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX
TOTAL INCREASE: 2.46%
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	\$ 11.63	\$ 12.02	\$ 12.40	\$ 12.79	\$ 13.17	\$ 13.40	\$ 13.78	\$ 14.17	\$ 14.18	\$ 14.54
	O	17.45	18.03	18.60	19.19	19.76	20.10	20.67	21.26	21.27	21.81
2	B	13.07	13.38	13.82	14.18	14.34	14.76	15.18	15.61	16.03	16.45
	O	19.61	20.07	20.73	21.27	21.51	22.14	22.77	23.42	24.05	24.68
3	B	14.26	14.74	15.21	15.69	16.17	16.64	17.12	17.59	18.07	18.54
	O	21.39	22.11	22.82	23.54	24.26	24.96	25.68	26.39	27.11	27.81
4	B	16.01	16.54	17.08	17.61	18.15	18.68	19.21	19.75	20.28	20.81
	O	24.02	24.81	25.62	26.42	27.23	28.02	28.82	29.63	30.42	31.22
5	B	17.91	18.51	19.11	19.71	20.30	20.90	21.50	22.10	22.69	23.29
	O	26.87	27.77	28.67	29.57	30.45	31.35	32.25	33.15	34.04	34.94
6	B	19.97	20.63	21.30	21.97	22.63	23.30	23.96	24.63	25.29	25.96
	O	29.96	30.95	31.95	32.96	33.95	34.95	35.94	36.95	37.94	38.94
7	B	22.19	22.93	23.67	24.41	25.15	25.89	26.63	27.37	28.11	28.85
	O	33.29	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28
8	B	24.57	25.39	26.21	27.03	27.85	28.67	29.49	30.31	31.13	31.94
	O	36.86	38.09	39.32	40.55	41.78	43.01	44.24	44.84	44.84	44.84
9	B	27.14	28.05	28.95	29.86	30.76	31.67	32.57	33.48	34.38	35.29
	O	40.71	42.08	43.43	44.79	44.84	44.84	44.84	44.84	44.84	44.84
10	B	29.89	30.89	31.88	32.88	33.88	34.87	35.87	36.87	37.86	38.86
	O	44.84	44.84	44.84	44.84	44.84	44.84	44.84	44.84	44.84	44.84
11	B	32.84	33.93	35.03	36.12	37.22	38.31	39.41	40.50	41.59	42.69
	O	44.84	44.84	44.84	44.84	44.84	44.84	44.84	44.84	44.84	44.84
12	B	39.36	40.67	41.99	43.30	44.61	45.92	47.23	48.55	49.86	51.17
	O	44.84	44.84	44.84	44.84	44.84	45.92	47.23	48.55	49.86	51.17
13	B	46.81	48.37	49.93	51.49	53.05	54.61	56.17	57.73	59.29	60.85
	O	46.81	48.37	49.93	51.49	53.05	54.61	56.17	57.73	59.29	60.85
14	B	55.31	57.15	59.00	60.84	62.68	64.53	66.37	68.22	70.06	71.90
	O	55.31	57.15	59.00	60.84	62.68	64.53	66.37	68.22	70.06	71.90
15	B	65.06	67.23	69.40	71.57	73.74	75.90	77.58	77.58	77.58	77.58
	O	65.06	67.23	69.40	71.57	73.74	75.90	77.58	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)).

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/>

SALARY TABLE 2017-HNT
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.82%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL
TOTAL INCREASE: 2.26%
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	\$ 10.46	\$ 10.81	\$ 11.16	\$ 11.50	\$ 11.85	\$ 12.05	\$ 12.40	\$ 12.74	\$ 12.76	\$ 13.08
	O	15.69	16.22	16.74	17.25	17.78	18.08	18.60	19.11	19.14	19.62
2	B	11.76	12.04	12.43	12.76	12.90	13.28	13.66	14.04	14.42	14.80
	O	17.64	18.06	18.65	19.14	19.35	19.92	20.49	21.06	21.63	22.20
3	B	12.83	13.26	13.69	14.11	14.54	14.97	15.40	15.83	16.25	16.68
	O	19.25	19.89	20.54	21.17	21.81	22.46	23.10	23.75	24.38	25.02
4	B	14.40	14.88	15.36	15.84	16.32	16.80	17.28	17.76	18.24	18.72
	O	21.60	22.32	23.04	23.76	24.48	25.20	25.92	26.64	27.36	28.08
5	B	16.11	16.65	17.19	17.73	18.26	18.80	19.34	19.88	20.41	20.95
	O	24.17	24.98	25.79	26.60	27.39	28.20	29.01	29.82	30.62	31.43
6	B	17.96	18.56	19.16	19.76	20.36	20.96	21.56	22.16	22.76	23.35
	O	26.94	27.84	28.74	29.64	30.54	31.44	32.34	33.24	34.14	35.03
7	B	19.96	20.63	21.29	21.96	22.62	23.29	23.96	24.62	25.29	25.95
	O	29.94	30.95	31.94	32.94	33.93	34.94	35.94	36.93	37.94	38.93
8	B	22.11	22.84	23.58	24.32	25.05	25.79	26.53	27.26	28.00	28.74
	O	33.17	34.26	35.37	36.48	37.58	38.69	39.80	40.34	40.34	40.34
9	B	24.42	25.23	26.05	26.86	27.67	28.49	29.30	30.12	30.93	31.74
	O	36.63	37.85	39.08	40.29	40.34	40.34	40.34	40.34	40.34	40.34
10	B	26.89	27.79	28.68	29.58	30.48	31.37	32.27	33.16	34.06	34.96
	O	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34
11	B	29.54	30.53	31.51	32.50	33.48	34.46	35.45	36.43	37.42	38.40
	O	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34
12	B	35.41	36.59	37.77	38.95	40.13	41.31	42.49	43.67	44.85	46.03
	O	40.34	40.34	40.34	40.34	40.34	41.31	42.49	43.67	44.85	46.03
13	B	42.11	43.51	44.91	46.32	47.72	49.12	50.53	51.93	53.33	54.74
	O	42.11	43.51	44.91	46.32	47.72	49.12	50.53	51.93	53.33	54.74
14	B	49.76	51.41	53.07	54.73	56.39	58.05	59.71	61.37	63.03	64.68
	O	49.76	51.41	53.07	54.73	56.39	58.05	59.71	61.37	63.03	64.68
15	B	58.53	60.48	62.43	64.38	66.33	68.28	70.23	72.18	74.14	76.09
	O	58.53	60.48	62.43	64.38	66.33	68.28	70.23	72.18	74.14	76.09

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/>

SALARY TABLE 2017-IND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.85%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN
TOTAL INCREASE: 1.82%
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	\$ 10.28	\$ 10.63	\$ 10.97	\$ 11.31	\$ 11.65	\$ 11.85	\$ 12.19	\$ 12.53	\$ 12.54	\$ 12.86
	O	15.42	15.95	16.46	16.97	17.48	17.78	18.29	18.80	18.81	19.29
2	B	11.56	11.84	12.22	12.54	12.69	13.06	13.43	13.80	14.18	14.55
	O	17.34	17.76	18.33	18.81	19.04	19.59	20.15	20.70	21.27	21.83
3	B	12.62	13.04	13.46	13.88	14.30	14.72	15.14	15.56	15.98	16.40
	O	18.93	19.56	20.19	20.82	21.45	22.08	22.71	23.34	23.97	24.60
4	B	14.16	14.63	15.11	15.58	16.05	16.52	16.99	17.47	17.94	18.41
	O	21.24	21.95	22.67	23.37	24.08	24.78	25.49	26.21	26.91	27.62
5	B	15.85	16.37	16.90	17.43	17.96	18.49	19.02	19.54	20.07	20.60
	O	23.78	24.56	25.35	26.15	26.94	27.74	28.53	29.31	30.11	30.90
6	B	17.66	18.25	18.84	19.43	20.02	20.61	21.20	21.79	22.37	22.96
	O	26.49	27.38	28.26	29.15	30.03	30.92	31.80	32.69	33.56	34.44
7	B	19.63	20.28	20.94	21.59	22.25	22.90	23.55	24.21	24.86	25.52
	O	29.45	30.42	31.41	32.39	33.38	34.35	35.33	36.32	37.29	38.28
8	B	21.74	22.46	23.19	23.91	24.63	25.36	26.08	26.81	27.53	28.26
	O	32.61	33.69	34.79	35.87	36.95	38.04	39.12	39.66	39.66	39.66
9	B	24.01	24.81	25.61	26.41	27.21	28.01	28.81	29.61	30.41	31.21
	O	36.02	37.22	38.42	39.62	39.66	39.66	39.66	39.66	39.66	39.66
10	B	26.44	27.32	28.20	29.08	29.97	30.85	31.73	32.61	33.49	34.37
	O	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66
11	B	29.05	30.02	30.98	31.95	32.92	33.89	34.86	35.82	36.79	37.76
	O	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66
12	B	34.82	35.98	37.14	38.30	39.46	40.62	41.78	42.94	44.10	45.26
	O	39.66	39.66	39.66	39.66	39.66	40.62	41.78	42.94	44.10	45.26
13	B	41.40	42.78	44.16	45.54	46.92	48.30	49.68	51.06	52.44	53.82
	O	41.40	42.78	44.16	45.54	46.92	48.30	49.68	51.06	52.44	53.82
14	B	48.92	50.56	52.19	53.82	55.45	57.08	58.71	60.34	61.97	63.60
	O	48.92	50.56	52.19	53.82	55.45	57.08	58.71	60.34	61.97	63.60
15	B	57.55	59.47	61.39	63.30	65.22	67.14	69.06	70.98	72.90	74.81
	O	57.55	59.47	61.39	63.30	65.22	67.14	69.06	70.98	72.90	74.81

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/>

SALARY TABLE 2017-KC
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.59%
FOR THE LOCALITY PAY AREA OF KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS
TOTAL INCREASE: 1.97%
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	\$ 10.26	\$ 10.60	\$ 10.95	\$ 11.28	\$ 11.63	\$ 11.83	\$ 12.16	\$ 12.50	\$ 12.52	\$ 12.83
	O	15.39	15.90	16.43	16.92	17.45	17.75	18.24	18.75	18.78	19.25
2	B	11.54	11.81	12.19	12.52	12.66	13.03	13.40	13.77	14.15	14.52
	O	17.31	17.72	18.29	18.78	18.99	19.55	20.10	20.66	21.23	21.78
3	B	12.59	13.01	13.43	13.85	14.27	14.69	15.11	15.53	15.95	16.37
	O	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56
4	B	14.13	14.60	15.07	15.54	16.01	16.48	16.96	17.43	17.90	18.37
	O	21.20	21.90	22.61	23.31	24.02	24.72	25.44	26.15	26.85	27.56
5	B	15.81	16.34	16.86	17.39	17.92	18.45	18.97	19.50	20.03	20.56
	O	23.72	24.51	25.29	26.09	26.88	27.68	28.46	29.25	30.05	30.84
6	B	17.62	18.21	18.80	19.39	19.97	20.56	21.15	21.74	22.32	22.91
	O	26.43	27.32	28.20	29.09	29.96	30.84	31.73	32.61	33.48	34.37
7	B	19.58	20.24	20.89	21.54	22.20	22.85	23.50	24.15	24.81	25.46
	O	29.37	30.36	31.34	32.31	33.30	34.28	35.25	36.23	37.22	38.19
8	B	21.69	22.41	23.13	23.86	24.58	25.30	26.03	26.75	27.47	28.19
	O	32.54	33.62	34.70	35.79	36.87	37.95	39.05	39.57	39.57	39.57
9	B	23.95	24.75	25.55	26.35	27.15	27.95	28.75	29.55	30.34	31.14
	O	35.93	37.13	38.33	39.53	39.57	39.57	39.57	39.57	39.57	39.57
10	B	26.38	27.26	28.14	29.02	29.90	30.78	31.66	32.54	33.42	34.30
	O	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57
11	B	28.98	29.95	30.91	31.88	32.85	33.81	34.78	35.74	36.71	37.68
	O	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57	39.57
12	B	34.74	35.90	37.06	38.21	39.37	40.53	41.69	42.85	44.00	45.16
	O	39.57	39.57	39.57	39.57	39.57	40.53	41.69	42.85	44.00	45.16
13	B	41.31	42.69	44.06	45.44	46.82	48.19	49.57	50.95	52.32	53.70
	O	41.31	42.69	44.06	45.44	46.82	48.19	49.57	50.95	52.32	53.70
14	B	48.81	50.44	52.07	53.70	55.32	56.95	58.58	60.21	61.83	63.46
	O	48.81	50.44	52.07	53.70	55.32	56.95	58.58	60.21	61.83	63.46
15	B	57.42	59.33	61.25	63.16	65.08	66.99	68.90	70.82	72.73	74.65
	O	57.42	59.33	61.25	63.16	65.08	66.99	68.90	70.82	72.73	74.65

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/>

SALARY TABLE 2017-LR
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.68%
FOR THE LOCALITY PAY AREA OF LAREDO, TX
TOTAL INCREASE: 2.84%
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	\$ 10.36	\$ 10.70	\$ 11.05	\$ 11.39	\$ 11.74	\$ 11.94	\$ 12.28	\$ 12.62	\$ 12.63	\$ 12.95
	O	15.54	16.05	16.58	17.09	17.61	17.91	18.42	18.93	18.95	19.43
2	B	11.64	11.92	12.31	12.63	12.78	13.15	13.53	13.90	14.28	14.66
	O	17.46	17.88	18.47	18.95	19.17	19.73	20.30	20.85	21.42	21.99
3	B	12.71	13.13	13.55	13.98	14.40	14.83	15.25	15.67	16.10	16.52
	O	19.07	19.70	20.33	20.97	21.60	22.25	22.88	23.51	24.15	24.78
4	B	14.26	14.74	15.21	15.69	16.17	16.64	17.12	17.59	18.07	18.54
	O	21.39	22.11	22.82	23.54	24.26	24.96	25.68	26.39	27.11	27.81
5	B	15.96	16.49	17.02	17.56	18.09	18.62	19.15	19.68	20.22	20.75
	O	23.94	24.74	25.53	26.34	27.14	27.93	28.73	29.52	30.33	31.13
6	B	17.79	18.38	18.98	19.57	20.16	20.76	21.35	21.94	22.53	23.13
	O	26.69	27.57	28.47	29.36	30.24	31.14	32.03	32.91	33.80	34.70
7	B	19.77	20.43	21.09	21.75	22.41	23.06	23.72	24.38	25.04	25.70
	O	29.66	30.65	31.64	32.63	33.62	34.59	35.58	36.57	37.56	38.55
8	B	21.89	22.62	23.35	24.08	24.81	25.54	26.27	27.00	27.73	28.46
	O	32.84	33.93	35.03	36.12	37.22	38.31	39.41	39.95	39.95	39.95
9	B	24.18	24.99	25.79	26.60	27.41	28.21	29.02	29.82	30.63	31.44
	O	36.27	37.49	38.69	39.90	39.95	39.95	39.95	39.95	39.95	39.95
10	B	26.63	27.52	28.40	29.29	30.18	31.07	31.96	32.84	33.73	34.62
	O	39.95	39.95	39.95	39.95	39.95	39.95	39.95	39.95	39.95	39.95
11	B	29.26	30.23	31.21	32.18	33.16	34.13	35.11	36.08	37.06	38.03
	O	39.95	39.95	39.95	39.95	39.95	39.95	39.95	39.95	39.95	39.95
12	B	35.07	36.24	37.40	38.57	39.74	40.91	42.08	43.25	44.42	45.59
	O	39.95	39.95	39.95	39.95	39.95	40.91	42.08	43.25	44.42	45.59
13	B	41.70	43.09	44.48	45.87	47.26	48.65	50.04	51.43	52.82	54.21
	O	41.70	43.09	44.48	45.87	47.26	48.65	50.04	51.43	52.82	54.21
14	B	49.28	50.92	52.56	54.20	55.85	57.49	59.13	60.77	62.42	64.06
	O	49.28	50.92	52.56	54.20	55.85	57.49	59.13	60.77	62.42	64.06
15	B	57.96	59.89	61.83	63.76	65.69	67.62	69.55	71.49	73.42	75.35
	O	57.96	59.89	61.83	63.76	65.69	67.62	69.55	71.49	73.42	75.35

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/>

SALARY TABLE 2017-LV
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.93%
FOR THE LOCALITY PAY AREA OF LAS VEGAS-HENDERSON, NV-AZ
TOTAL INCREASE: 2.22%
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	\$ 10.29	\$ 10.64	\$ 10.98	\$ 11.32	\$ 11.66	\$ 11.86	\$ 12.20	\$ 12.54	\$ 12.55	\$ 12.87
	O	15.44	15.96	16.47	16.98	17.49	17.79	18.30	18.81	18.83	19.31
2	B	11.57	11.85	12.23	12.55	12.69	13.07	13.44	13.81	14.19	14.56
	O	17.36	17.78	18.35	18.83	19.04	19.61	20.16	20.72	21.29	21.84
3	B	12.62	13.05	13.47	13.89	14.31	14.73	15.15	15.57	15.99	16.41
	O	18.93	19.58	20.21	20.84	21.47	22.10	22.73	23.36	23.99	24.62
4	B	14.17	14.64	15.12	15.59	16.06	16.53	17.01	17.48	17.95	18.42
	O	21.26	21.96	22.68	23.39	24.09	24.80	25.52	26.22	26.93	27.63
5	B	15.86	16.39	16.91	17.44	17.97	18.50	19.03	19.56	20.09	20.62
	O	23.79	24.59	25.37	26.16	26.96	27.75	28.55	29.34	30.14	30.93
6	B	17.68	18.26	18.85	19.44	20.03	20.62	21.21	21.80	22.39	22.98
	O	26.52	27.39	28.28	29.16	30.05	30.93	31.82	32.70	33.59	34.47
7	B	19.64	20.30	20.95	21.61	22.26	22.92	23.57	24.23	24.88	25.54
	O	29.46	30.45	31.43	32.42	33.39	34.38	35.36	36.35	37.32	38.31
8	B	21.75	22.48	23.20	23.93	24.65	25.38	26.10	26.83	27.55	28.28
	O	32.63	33.72	34.80	35.90	36.98	38.07	39.15	39.69	39.69	39.69
9	B	24.03	24.83	25.63	26.43	27.23	28.03	28.83	29.63	30.43	31.23
	O	36.05	37.25	38.45	39.65	39.69	39.69	39.69	39.69	39.69	39.69
10	B	26.46	27.34	28.22	29.10	29.99	30.87	31.75	32.63	33.51	34.40
	O	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69
11	B	29.07	30.04	31.01	31.97	32.94	33.91	34.88	35.85	36.82	37.79
	O	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69	39.69
12	B	34.84	36.00	37.16	38.33	39.49	40.65	41.81	42.97	44.13	45.29
	O	39.69	39.69	39.69	39.69	39.69	40.65	41.81	42.97	44.13	45.29
13	B	41.43	42.81	44.19	45.57	46.95	48.33	49.72	51.10	52.48	53.86
	O	41.43	42.81	44.19	45.57	46.95	48.33	49.72	51.10	52.48	53.86
14	B	48.96	50.59	52.22	53.85	55.49	57.12	58.75	60.38	62.01	63.65
	O	48.96	50.59	52.22	53.85	55.49	57.12	58.75	60.38	62.01	63.65
15	B	57.59	59.51	61.43	63.35	65.27	67.19	69.11	71.03	72.95	74.87
	O	57.59	59.51	61.43	63.35	65.27	67.19	69.11	71.03	72.95	74.87

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/>

SALARY TABLE 2017-LA
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.65%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA
TOTAL INCREASE: 2.58%
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	\$ 11.51	\$ 11.89	\$ 12.28	\$ 12.66	\$ 13.04	\$ 13.26	\$ 13.64	\$ 14.02	\$ 14.04	\$ 14.39
	O	17.27	17.84	18.42	18.99	19.56	19.89	20.46	21.03	21.06	21.59
2	B	12.94	13.25	13.68	14.04	14.20	14.61	15.03	15.45	15.87	16.28
	O	19.41	19.88	20.52	21.06	21.30	21.92	22.55	23.18	23.81	24.42
3	B	14.12	14.59	15.06	15.53	16.00	16.47	16.94	17.41	17.89	18.36
	O	21.18	21.89	22.59	23.30	24.00	24.71	25.41	26.12	26.84	27.54
4	B	15.85	16.38	16.91	17.43	17.96	18.49	19.02	19.55	20.07	20.60
	O	23.78	24.57	25.37	26.15	26.94	27.74	28.53	29.33	30.11	30.90
5	B	17.73	18.32	18.92	19.51	20.10	20.69	21.28	21.87	22.46	23.06
	O	26.60	27.48	28.38	29.27	30.15	31.04	31.92	32.81	33.69	34.59
6	B	19.77	20.43	21.09	21.74	22.40	23.06	23.72	24.38	25.04	25.70
	O	29.66	30.65	31.64	32.61	33.60	34.59	35.58	36.57	37.56	38.55
7	B	21.97	22.70	23.43	24.16	24.90	25.63	26.36	27.09	27.83	28.56
	O	32.96	34.05	35.15	36.24	37.35	38.45	39.54	40.64	41.75	42.84
8	B	24.33	25.14	25.95	26.76	27.57	28.38	29.19	30.00	30.81	31.62
	O	36.50	37.71	38.93	40.14	41.36	42.57	43.79	44.99	44.99	44.99
9	B	26.87	27.76	28.66	29.56	30.45	31.35	32.24	33.14	34.03	34.93
	O	40.31	41.64	42.99	44.34	44.99	44.99	44.99	44.99	44.99	44.99
10	B	29.59	30.58	31.56	32.55	33.54	34.52	35.51	36.49	37.48	38.47
	O	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39
11	B	32.51	33.59	34.68	35.76	36.84	37.93	39.01	40.09	41.18	42.26
	O	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39
12	B	38.96	40.26	41.56	42.86	44.16	45.46	46.76	48.06	49.36	50.66
	O	44.39	44.39	44.39	44.39	44.39	45.46	46.76	48.06	49.36	50.66
13	B	46.33	47.88	49.42	50.97	52.51	54.06	55.60	57.14	58.69	60.23
	O	46.33	47.88	49.42	50.97	52.51	54.06	55.60	57.14	58.69	60.23
14	B	54.75	56.58	58.40	60.23	62.05	63.88	65.70	67.53	69.35	71.18
	O	54.75	56.58	58.40	60.23	62.05	63.88	65.70	67.53	69.35	71.18
15	B	64.40	66.55	68.70	70.84	72.99	75.14	77.29	77.58	77.58	77.58
	O	64.40	66.55	68.70	70.84	72.99	75.14	77.29	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)).

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/>

SALARY TABLE 2017-MFL
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.13%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL
TOTAL INCREASE: 1.90%
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	\$ 10.84	\$ 11.20	\$ 11.56	\$ 11.92	\$ 12.28	\$ 12.49	\$ 12.85	\$ 13.21	\$ 13.22	\$ 13.56
	O	16.26	16.80	17.34	17.88	18.42	18.74	19.28	19.82	19.83	20.34
2	B	12.19	12.48	12.88	13.22	13.37	13.77	14.16	14.55	14.95	15.34
	O	18.29	18.72	19.32	19.83	20.06	20.66	21.24	21.83	22.43	23.01
3	B	13.30	13.74	14.19	14.63	15.07	15.52	15.96	16.40	16.85	17.29
	O	19.95	20.61	21.29	21.95	22.61	23.28	23.94	24.60	25.28	25.94
4	B	14.93	15.43	15.93	16.42	16.92	17.42	17.92	18.41	18.91	19.41
	O	22.40	23.15	23.90	24.63	25.38	26.13	26.88	27.62	28.37	29.12
5	B	16.70	17.26	17.82	18.38	18.93	19.49	20.05	20.60	21.16	21.72
	O	25.05	25.89	26.73	27.57	28.40	29.24	30.08	30.90	31.74	32.58
6	B	18.62	19.24	19.86	20.48	21.10	21.72	22.35	22.97	23.59	24.21
	O	27.93	28.86	29.79	30.72	31.65	32.58	33.53	34.46	35.39	36.32
7	B	20.69	21.38	22.07	22.76	23.45	24.14	24.83	25.52	26.21	26.90
	O	31.04	32.07	33.11	34.14	35.18	36.21	37.25	38.28	39.32	40.35
8	B	22.92	23.68	24.44	25.21	25.97	26.73	27.50	28.26	29.02	29.79
	O	34.38	35.52	36.66	37.82	38.96	40.10	41.25	41.81	41.81	41.81
9	B	25.31	26.15	27.00	27.84	28.69	29.53	30.37	31.22	32.06	32.90
	O	37.97	39.23	40.50	41.76	41.81	41.81	41.81	41.81	41.81	41.81
10	B	27.87	28.80	29.73	30.66	31.59	32.52	33.45	34.38	35.31	36.24
	O	41.81	41.81	41.81	41.81	41.81	41.81	41.81	41.81	41.81	41.81
11	B	30.62	31.64	32.66	33.68	34.70	35.73	36.75	37.77	38.79	39.81
	O	41.81	41.81	41.81	41.81	41.81	41.81	41.81	41.81	41.81	41.81
12	B	36.70	37.93	39.15	40.38	41.60	42.82	44.05	45.27	46.49	47.72
	O	41.81	41.81	41.81	41.81	41.81	42.82	44.05	45.27	46.49	47.72
13	B	43.65	45.10	46.56	48.01	49.47	50.92	52.37	53.83	55.28	56.74
	O	43.65	45.10	46.56	48.01	49.47	50.92	52.37	53.83	55.28	56.74
14	B	51.58	53.30	55.02	56.73	58.45	60.17	61.89	63.61	65.33	67.05
	O	51.58	53.30	55.02	56.73	58.45	60.17	61.89	63.61	65.33	67.05
15	B	60.67	62.69	64.71	66.74	68.76	70.78	72.80	74.83	76.85	77.58
	O	60.67	62.69	64.71	66.74	68.76	70.78	72.80	74.83	76.85	77.58

* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>

SALARY TABLE 2017-MIL
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.61%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI
TOTAL INCREASE: 2.04%
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	\$ 10.62	\$ 10.97	\$ 11.33	\$ 11.68	\$ 12.03	\$ 12.24	\$ 12.59	\$ 12.94	\$ 12.95	\$ 13.28
	O	15.93	16.46	17.00	17.52	18.05	18.36	18.89	19.41	19.43	19.92
2	B	11.94	12.22	12.62	12.95	13.10	13.48	13.87	14.25	14.64	15.02
	O	17.91	18.33	18.93	19.43	19.65	20.22	20.81	21.38	21.96	22.53
3	B	13.03	13.46	13.89	14.33	14.76	15.20	15.63	16.07	16.50	16.94
	O	19.55	20.19	20.84	21.50	22.14	22.80	23.45	24.11	24.75	25.41
4	B	14.62	15.11	15.60	16.08	16.57	17.06	17.55	18.03	18.52	19.01
	O	21.93	22.67	23.40	24.12	24.86	25.59	26.33	27.05	27.78	28.52
5	B	16.36	16.91	17.45	18.00	18.54	19.09	19.63	20.18	20.72	21.27
	O	24.54	25.37	26.18	27.00	27.81	28.64	29.45	30.27	31.08	31.91
6	B	18.24	18.84	19.45	20.06	20.67	21.28	21.88	22.49	23.10	23.71
	O	27.36	28.26	29.18	30.09	31.01	31.92	32.82	33.74	34.65	35.57
7	B	20.26	20.94	21.62	22.29	22.97	23.64	24.32	24.99	25.67	26.35
	O	30.39	31.41	32.43	33.44	34.46	35.46	36.48	37.49	38.51	39.53
8	B	22.44	23.19	23.94	24.69	25.43	26.18	26.93	27.68	28.43	29.17
	O	33.66	34.79	35.91	37.04	38.15	39.27	40.40	40.95	40.95	40.95
9	B	24.79	25.61	26.44	27.27	28.09	28.92	29.75	30.57	31.40	32.23
	O	37.19	38.42	39.66	40.91	40.95	40.95	40.95	40.95	40.95	40.95
10	B	27.30	28.21	29.12	30.03	30.94	31.85	32.76	33.67	34.58	35.49
	O	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95
11	B	29.99	30.99	31.99	32.99	33.99	34.99	35.99	36.99	37.99	38.99
	O	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95
12	B	35.95	37.15	38.34	39.54	40.74	41.94	43.14	44.34	45.53	46.73
	O	40.95	40.95	40.95	40.95	40.95	41.94	43.14	44.34	45.53	46.73
13	B	42.75	44.17	45.60	47.02	48.44	49.87	51.29	52.72	54.14	55.57
	O	42.75	44.17	45.60	47.02	48.44	49.87	51.29	52.72	54.14	55.57
14	B	50.51	52.20	53.88	55.56	57.25	58.93	60.62	62.30	63.98	65.67
	O	50.51	52.20	53.88	55.56	57.25	58.93	60.62	62.30	63.98	65.67
15	B	59.42	61.40	63.38	65.36	67.34	69.32	71.30	73.28	75.26	77.24
	O	59.42	61.40	63.38	65.36	67.34	69.32	71.30	73.28	75.26	77.24

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/>

SALARY TABLE 2017-MSP
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.72%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI
TOTAL INCREASE: 2.18%
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	\$ 10.89	\$ 11.26	\$ 11.62	\$ 11.98	\$ 12.34	\$ 12.55	\$ 12.91	\$ 13.27	\$ 13.29	\$ 13.62
	O	16.34	16.89	17.43	17.97	18.51	18.83	19.37	19.91	19.94	20.43
2	B	12.25	12.54	12.95	13.29	13.44	13.83	14.23	14.62	15.02	15.41
	O	18.38	18.81	19.43	19.94	20.16	20.75	21.35	21.93	22.53	23.12
3	B	13.36	13.81	14.26	14.70	15.15	15.59	16.04	16.48	16.93	17.38
	O	20.04	20.72	21.39	22.05	22.73	23.39	24.06	24.72	25.40	26.07
4	B	15.00	15.50	16.00	16.50	17.00	17.50	18.00	18.50	19.00	19.50
	O	22.50	23.25	24.00	24.75	25.50	26.25	27.00	27.75	28.50	29.25
5	B	16.78	17.34	17.90	18.46	19.02	19.58	20.14	20.70	21.26	21.82
	O	25.17	26.01	26.85	27.69	28.53	29.37	30.21	31.05	31.89	32.73
6	B	18.71	19.33	19.96	20.58	21.21	21.83	22.45	23.08	23.70	24.33
	O	28.07	29.00	29.94	30.87	31.82	32.75	33.68	34.62	35.55	36.50
7	B	20.79	21.48	22.18	22.87	23.56	24.26	24.95	25.64	26.34	27.03
	O	31.19	32.22	33.27	34.31	35.34	36.39	37.43	38.46	39.51	40.55
8	B	23.03	23.79	24.56	25.33	26.10	26.86	27.63	28.40	29.17	29.93
	O	34.55	35.69	36.84	38.00	39.15	40.29	41.45	42.02	42.02	42.02
9	B	25.43	26.28	27.13	27.98	28.82	29.67	30.52	31.37	32.22	33.06
	O	38.15	39.42	40.70	41.97	42.02	42.02	42.02	42.02	42.02	42.02
10	B	28.01	28.94	29.87	30.81	31.74	32.68	33.61	34.54	35.48	36.41
	O	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02
11	B	30.77	31.80	32.82	33.85	34.87	35.90	36.92	37.95	38.97	40.00
	O	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02
12	B	36.88	38.11	39.34	40.57	41.80	43.03	44.26	45.49	46.72	47.95
	O	42.02	42.02	42.02	42.02	42.02	43.03	44.26	45.49	46.72	47.95
13	B	43.86	45.32	46.78	48.24	49.70	51.17	52.63	54.09	55.55	57.01
	O	43.86	45.32	46.78	48.24	49.70	51.17	52.63	54.09	55.55	57.01
14	B	51.83	53.55	55.28	57.01	58.74	60.46	62.19	63.92	65.65	67.37
	O	51.83	53.55	55.28	57.01	58.74	60.46	62.19	63.92	65.65	67.37
15	B	60.96	62.99	65.03	67.06	69.09	71.12	73.15	75.19	77.22	77.58
	O	60.96	62.99	65.03	67.06	69.09	71.12	73.15	75.19	77.22	77.58

* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>

SALARY TABLE 2017-NY
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 31.22%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA
TOTAL INCREASE: 2.58%
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	\$ 11.65	\$ 12.04	\$ 12.43	\$ 12.81	\$ 13.20	\$ 13.42	\$ 13.81	\$ 14.19	\$ 14.21	\$ 14.57
	O	17.48	18.06	18.65	19.22	19.80	20.13	20.72	21.29	21.32	21.86
2	B	13.10	13.41	13.84	14.21	14.37	14.79	15.21	15.64	16.06	16.48
	O	19.65	20.12	20.76	21.32	21.56	22.19	22.82	23.46	24.09	24.72
3	B	14.29	14.77	15.24	15.72	16.20	16.67	17.15	17.63	18.10	18.58
	O	21.44	22.16	22.86	23.58	24.30	25.01	25.73	26.45	27.15	27.87
4	B	16.04	16.58	17.11	17.65	18.18	18.71	19.25	19.78	20.32	20.85
	O	24.06	24.87	25.67	26.48	27.27	28.07	28.88	29.67	30.48	31.28
5	B	17.95	18.55	19.14	19.74	20.34	20.94	21.54	22.14	22.74	23.33
	O	26.93	27.83	28.71	29.61	30.51	31.41	32.31	33.21	34.11	35.00
6	B	20.01	20.67	21.34	22.01	22.67	23.34	24.01	24.68	25.34	26.01
	O	30.02	31.01	32.01	33.02	34.01	35.01	36.02	37.02	38.01	39.02
7	B	22.23	22.97	23.71	24.46	25.20	25.94	26.68	27.42	28.16	28.90
	O	33.35	34.46	35.57	36.69	37.80	38.91	40.02	41.13	42.24	43.35
8	B	24.62	25.44	26.26	27.08	27.90	28.72	29.54	30.36	31.19	32.01
	O	36.93	38.16	39.39	40.62	41.85	43.08	44.31	44.93	44.93	44.93
9	B	27.19	28.10	29.01	29.91	30.82	31.73	32.63	33.54	34.45	35.35
	O	40.79	42.15	43.52	44.87	44.93	44.93	44.93	44.93	44.93	44.93
10	B	29.95	30.95	31.94	32.94	33.94	34.94	35.94	36.94	37.93	38.93
	O	44.93	44.93	44.93	44.93	44.93	44.93	44.93	44.93	44.93	44.93
11	B	32.90	34.00	35.09	36.19	37.29	38.38	39.48	40.58	41.67	42.77
	O	44.93	44.93	44.93	44.93	44.93	44.93	44.93	44.93	44.93	44.93
12	B	39.44	40.75	42.07	43.38	44.70	46.01	47.32	48.64	49.95	51.27
	O	44.93	44.93	44.93	44.93	44.93	46.01	47.32	48.64	49.95	51.27
13	B	46.89	48.46	50.02	51.58	53.15	54.71	56.27	57.84	59.40	60.96
	O	46.89	48.46	50.02	51.58	53.15	54.71	56.27	57.84	59.40	60.96
14	B	55.42	57.26	59.11	60.96	62.80	64.65	66.50	68.35	70.19	72.04
	O	55.42	57.26	59.11	60.96	62.80	64.65	66.50	68.35	70.19	72.04
15	B	65.18	67.36	69.53	71.70	73.88	76.05	77.58	77.58	77.58	77.58
	O	65.18	67.36	69.53	71.70	73.88	76.05	77.58	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)).

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/>

SALARY TABLE 2017-PB
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.48%
FOR THE LOCALITY PAY AREA OF PALM BAY-MELBOURNE-TITUSVILLE, FL
TOTAL INCREASE: 1.94%
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	\$ 10.25	\$ 10.59	\$ 10.93	\$ 11.27	\$ 11.61	\$ 11.81	\$ 12.15	\$ 12.49	\$ 12.50	\$ 12.82
	O	15.38	15.89	16.40	16.91	17.42	17.72	18.23	18.74	18.75	19.23
2	B	11.53	11.80	12.18	12.50	12.65	13.02	13.39	13.76	14.13	14.50
	O	17.30	17.70	18.27	18.75	18.98	19.53	20.09	20.64	21.20	21.75
3	B	12.58	12.99	13.41	13.83	14.25	14.67	15.09	15.51	15.93	16.35
	O	18.87	19.49	20.12	20.75	21.38	22.01	22.64	23.27	23.90	24.53
4	B	14.12	14.59	15.06	15.53	16.00	16.47	16.94	17.41	17.88	18.35
	O	21.18	21.89	22.59	23.30	24.00	24.71	25.41	26.12	26.82	27.53
5	B	15.79	16.32	16.85	17.38	17.90	18.43	18.96	19.48	20.01	20.54
	O	23.69	24.48	25.28	26.07	26.85	27.65	28.44	29.22	30.02	30.81
6	B	17.61	18.19	18.78	19.37	19.95	20.54	21.13	21.72	22.30	22.89
	O	26.42	27.29	28.17	29.06	29.93	30.81	31.70	32.58	33.45	34.34
7	B	19.57	20.22	20.87	21.52	22.17	22.83	23.48	24.13	24.78	25.44
	O	29.36	30.33	31.31	32.28	33.26	34.25	35.22	36.20	37.17	38.16
8	B	21.67	22.39	23.11	23.83	24.56	25.28	26.00	26.72	27.44	28.17
	O	32.51	33.59	34.67	35.75	36.84	37.92	39.00	39.54	39.54	39.54
9	B	23.93	24.73	25.53	26.33	27.12	27.92	28.72	29.52	30.32	31.11
	O	35.90	37.10	38.30	39.50	39.54	39.54	39.54	39.54	39.54	39.54
10	B	26.36	27.23	28.11	28.99	29.87	30.75	31.63	32.51	33.38	34.26
	O	39.54	39.54	39.54	39.54	39.54	39.54	39.54	39.54	39.54	39.54
11	B	28.96	29.92	30.89	31.85	32.82	33.78	34.75	35.71	36.68	37.64
	O	39.54	39.54	39.54	39.54	39.54	39.54	39.54	39.54	39.54	39.54
12	B	34.71	35.86	37.02	38.18	39.33	40.49	41.65	42.80	43.96	45.12
	O	39.54	39.54	39.54	39.54	39.54	40.49	41.65	42.80	43.96	45.12
13	B	41.27	42.64	44.02	45.40	46.77	48.15	49.52	50.90	52.27	53.65
	O	41.27	42.64	44.02	45.40	46.77	48.15	49.52	50.90	52.27	53.65
14	B	48.77	50.39	52.02	53.65	55.27	56.90	58.52	60.15	61.77	63.40
	O	48.77	50.39	52.02	53.65	55.27	56.90	58.52	60.15	61.77	63.40
15	B	57.36	59.28	61.19	63.10	65.01	66.93	68.84	70.75	72.66	74.58
	O	57.36	59.28	61.19	63.10	65.01	66.93	68.84	70.75	72.66	74.58

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/>

SALARY TABLE 2017-PHL
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.87%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
TOTAL INCREASE: 2.36%
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	\$ 11.00	\$ 11.36	\$ 11.73	\$ 12.09	\$ 12.46	\$ 12.67	\$ 13.03	\$ 13.40	\$ 13.41	\$ 13.75
	O	16.50	17.04	17.60	18.14	18.69	19.01	19.55	20.10	20.12	20.63
2	B	12.36	12.66	13.07	13.41	13.56	13.96	14.36	14.76	15.16	15.56
	O	18.54	18.99	19.61	20.12	20.34	20.94	21.54	22.14	22.74	23.34
3	B	13.49	13.94	14.39	14.84	15.29	15.74	16.19	16.64	17.09	17.54
	O	20.24	20.91	21.59	22.26	22.94	23.61	24.29	24.96	25.64	26.31
4	B	15.14	15.65	16.15	16.66	17.16	17.67	18.17	18.67	19.18	19.68
	O	22.71	23.48	24.23	24.99	25.74	26.51	27.26	28.01	28.77	29.52
5	B	16.94	17.51	18.07	18.64	19.20	19.77	20.33	20.90	21.46	22.03
	O	25.41	26.27	27.11	27.96	28.80	29.66	30.50	31.35	32.19	33.05
6	B	18.89	19.52	20.15	20.77	21.40	22.03	22.66	23.29	23.92	24.55
	O	28.34	29.28	30.23	31.16	32.10	33.05	33.99	34.94	35.88	36.83
7	B	20.99	21.69	22.39	23.09	23.79	24.49	25.19	25.89	26.59	27.28
	O	31.49	32.54	33.59	34.64	35.69	36.74	37.79	38.84	39.89	40.92
8	B	23.24	24.02	24.79	25.57	26.34	27.11	27.89	28.66	29.44	30.21
	O	34.86	36.03	37.19	38.36	39.51	40.67	41.84	42.41	42.41	42.41
9	B	25.67	26.53	27.38	28.24	29.09	29.95	30.81	31.66	32.52	33.37
	O	38.51	39.80	41.07	42.36	42.41	42.41	42.41	42.41	42.41	42.41
10	B	28.27	29.21	30.15	31.10	32.04	32.98	33.93	34.87	35.81	36.75
	O	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41
11	B	31.06	32.09	33.13	34.16	35.20	36.23	37.27	38.30	39.34	40.38
	O	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41
12	B	37.23	38.47	39.71	40.95	42.19	43.43	44.67	45.92	47.16	48.40
	O	42.41	42.41	42.41	42.41	42.41	43.43	44.67	45.92	47.16	48.40
13	B	44.27	45.74	47.22	48.69	50.17	51.65	53.12	54.60	56.07	57.55
	O	44.27	45.74	47.22	48.69	50.17	51.65	53.12	54.60	56.07	57.55
14	B	52.31	54.06	55.80	57.54	59.29	61.03	62.77	64.52	66.26	68.01
	O	52.31	54.06	55.80	57.54	59.29	61.03	62.77	64.52	66.26	68.01
15	B	61.53	63.58	65.63	67.69	69.74	71.79	73.84	75.89	77.58	77.58
	O	61.53	63.58	65.63	67.69	69.74	71.79	73.84	75.89	77.58	77.58

* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>

SALARY TABLE 2017-PX
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.57%
FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ
TOTAL INCREASE: 2.25%
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	\$ 10.53	\$ 10.88	\$ 11.23	\$ 11.58	\$ 11.93	\$ 12.13	\$ 12.48	\$ 12.83	\$ 12.84	\$ 13.16
	O	15.80	16.32	16.85	17.37	17.90	18.20	18.72	19.25	19.26	19.74
2	B	11.83	12.12	12.51	12.84	12.98	13.37	13.75	14.13	14.51	14.89
	O	17.75	18.18	18.77	19.26	19.47	20.06	20.63	21.20	21.77	22.34
3	B	12.91	13.34	13.77	14.20	14.63	15.07	15.50	15.93	16.36	16.79
	O	19.37	20.01	20.66	21.30	21.95	22.61	23.25	23.90	24.54	25.19
4	B	14.50	14.98	15.46	15.94	16.43	16.91	17.39	17.88	18.36	18.84
	O	21.75	22.47	23.19	23.91	24.65	25.37	26.09	26.82	27.54	28.26
5	B	16.22	16.76	17.30	17.84	18.38	18.92	19.46	20.00	20.54	21.09
	O	24.33	25.14	25.95	26.76	27.57	28.38	29.19	30.00	30.81	31.64
6	B	18.08	18.68	19.28	19.89	20.49	21.09	21.69	22.30	22.90	23.50
	O	27.12	28.02	28.92	29.84	30.74	31.64	32.54	33.45	34.35	35.25
7	B	20.09	20.76	21.43	22.10	22.77	23.44	24.11	24.78	25.45	26.12
	O	30.14	31.14	32.15	33.15	34.16	35.16	36.17	37.17	38.18	39.18
8	B	22.25	22.99	23.73	24.47	25.21	25.95	26.70	27.44	28.18	28.92
	O	33.38	34.49	35.60	36.71	37.82	38.93	40.05	40.59	40.59	40.59
9	B	24.57	25.39	26.21	27.03	27.85	28.67	29.49	30.31	31.13	31.95
	O	36.86	38.09	39.32	40.55	40.59	40.59	40.59	40.59	40.59	40.59
10	B	27.06	27.96	28.86	29.77	30.67	31.57	32.47	33.38	34.28	35.18
	O	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59
11	B	29.73	30.72	31.71	32.70	33.69	34.68	35.68	36.67	37.66	38.65
	O	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59	40.59
12	B	35.63	36.82	38.01	39.20	40.39	41.57	42.76	43.95	45.14	46.33
	O	40.59	40.59	40.59	40.59	40.59	41.57	42.76	43.95	45.14	46.33
13	B	42.37	43.79	45.20	46.61	48.02	49.44	50.85	52.26	53.67	55.09
	O	42.37	43.79	45.20	46.61	48.02	49.44	50.85	52.26	53.67	55.09
14	B	50.07	51.74	53.41	55.08	56.75	58.42	60.09	61.76	63.43	65.10
	O	50.07	51.74	53.41	55.08	56.75	58.42	60.09	61.76	63.43	65.10
15	B	58.90	60.86	62.83	64.79	66.75	68.72	70.68	72.64	74.61	76.57
	O	58.90	60.86	62.83	64.79	66.75	68.72	70.68	72.64	74.61	76.57

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/>

SALARY TABLE 2017-PIT
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.86%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV
TOTAL INCREASE: 2.02%
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	\$ 10.46	\$ 10.81	\$ 11.16	\$ 11.51	\$ 11.85	\$ 12.06	\$ 12.40	\$ 12.75	\$ 12.76	\$ 13.09
	O	15.69	16.22	16.74	17.27	17.78	18.09	18.60	19.13	19.14	19.64
2	B	11.76	12.04	12.43	12.76	12.91	13.29	13.67	14.04	14.42	14.80
	O	17.64	18.06	18.65	19.14	19.37	19.94	20.51	21.06	21.63	22.20
3	B	12.83	13.26	13.69	14.12	14.55	14.98	15.40	15.83	16.26	16.69
	O	19.25	19.89	20.54	21.18	21.83	22.47	23.10	23.75	24.39	25.04
4	B	14.41	14.89	15.37	15.85	16.33	16.81	17.29	17.77	18.25	18.73
	O	21.62	22.34	23.06	23.78	24.50	25.22	25.94	26.66	27.38	28.10
5	B	16.12	16.66	17.20	17.73	18.27	18.81	19.35	19.88	20.42	20.96
	O	24.18	24.99	25.80	26.60	27.41	28.22	29.03	29.82	30.63	31.44
6	B	17.97	18.57	19.17	19.77	20.37	20.97	21.56	22.16	22.76	23.36
	O	26.96	27.86	28.76	29.66	30.56	31.46	32.34	33.24	34.14	35.04
7	B	19.97	20.63	21.30	21.97	22.63	23.30	23.96	24.63	25.30	25.96
	O	29.96	30.95	31.95	32.96	33.95	34.95	35.94	36.95	37.95	38.94
8	B	22.11	22.85	23.59	24.33	25.06	25.80	26.54	27.27	28.01	28.75
	O	33.17	34.28	35.39	36.50	37.59	38.70	39.81	40.35	40.35	40.35
9	B	24.43	25.24	26.05	26.87	27.68	28.50	29.31	30.13	30.94	31.75
	O	36.65	37.86	39.08	40.31	40.35	40.35	40.35	40.35	40.35	40.35
10	B	26.90	27.79	28.69	29.59	30.49	31.38	32.28	33.18	34.07	34.97
	O	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35
11	B	29.55	30.54	31.52	32.51	33.49	34.48	35.46	36.45	37.43	38.42
	O	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35
12	B	35.42	36.60	37.78	38.96	40.14	41.33	42.51	43.69	44.87	46.05
	O	40.35	40.35	40.35	40.35	40.35	41.33	42.51	43.69	44.87	46.05
13	B	42.12	43.52	44.93	46.33	47.74	49.14	50.54	51.95	53.35	54.76
	O	42.12	43.52	44.93	46.33	47.74	49.14	50.54	51.95	53.35	54.76
14	B	49.77	51.43	53.09	54.75	56.41	58.07	59.73	61.39	63.05	64.71
	O	49.77	51.43	53.09	54.75	56.41	58.07	59.73	61.39	63.05	64.71
15	B	58.55	60.50	62.45	64.40	66.35	68.31	70.26	72.21	74.16	76.11
	O	58.55	60.50	62.45	64.40	66.35	68.31	70.26	72.21	74.16	76.11

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/>

SALARY TABLE 2017-POR
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.95%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
TOTAL INCREASE: 2.05%
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	\$ 10.83	\$ 11.19	\$ 11.55	\$ 11.91	\$ 12.27	\$ 12.48	\$ 12.83	\$ 13.19	\$ 13.21	\$ 13.54
	O	16.25	16.79	17.33	17.87	18.41	18.72	19.25	19.79	19.82	20.31
2	B	12.17	12.46	12.86	13.21	13.35	13.75	14.14	14.53	14.92	15.32
	O	18.26	18.69	19.29	19.82	20.03	20.63	21.21	21.80	22.38	22.98
3	B	13.28	13.72	14.17	14.61	15.05	15.49	15.94	16.38	16.82	17.27
	O	19.92	20.58	21.26	21.92	22.58	23.24	23.91	24.57	25.23	25.91
4	B	14.91	15.41	15.90	16.40	16.90	17.39	17.89	18.39	18.88	19.38
	O	22.37	23.12	23.85	24.60	25.35	26.09	26.84	27.59	28.32	29.07
5	B	16.68	17.24	17.79	18.35	18.90	19.46	20.02	20.57	21.13	21.69
	O	25.02	25.86	26.69	27.53	28.35	29.19	30.03	30.86	31.70	32.54
6	B	18.59	19.21	19.83	20.45	21.07	21.69	22.31	22.93	23.55	24.17
	O	27.89	28.82	29.75	30.68	31.61	32.54	33.47	34.40	35.33	36.26
7	B	20.66	21.35	22.04	22.73	23.42	24.11	24.79	25.48	26.17	26.86
	O	30.99	32.03	33.06	34.10	35.13	36.17	37.19	38.22	39.26	40.29
8	B	22.88	23.64	24.41	25.17	25.93	26.69	27.46	28.22	28.98	29.74
	O	34.32	35.46	36.62	37.76	38.90	40.04	41.19	41.75	41.75	41.75
9	B	25.27	26.12	26.96	27.80	28.64	29.49	30.33	31.17	32.01	32.86
	O	37.91	39.18	40.44	41.70	41.75	41.75	41.75	41.75	41.75	41.75
10	B	27.83	28.76	29.69	30.62	31.54	32.47	33.40	34.33	35.25	36.18
	O	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75
11	B	30.58	31.60	32.62	33.63	34.65	35.67	36.69	37.71	38.73	39.75
	O	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75
12	B	36.65	37.87	39.09	40.32	41.54	42.76	43.98	45.20	46.43	47.65
	O	41.75	41.75	41.75	41.75	41.75	42.76	43.98	45.20	46.43	47.65
13	B	43.58	45.03	46.49	47.94	49.39	50.85	52.30	53.75	55.20	56.66
	O	43.58	45.03	46.49	47.94	49.39	50.85	52.30	53.75	55.20	56.66
14	B	51.50	53.22	54.93	56.65	58.37	60.08	61.80	63.52	65.23	66.95
	O	51.50	53.22	54.93	56.65	58.37	60.08	61.80	63.52	65.23	66.95
15	B	60.58	62.60	64.62	66.64	68.66	70.68	72.70	74.71	76.73	77.58
	O	60.58	62.60	64.62	66.64	68.66	70.68	72.70	74.71	76.73	77.58

* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>

SALARY TABLE 2017-RA
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.02%
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC
TOTAL INCREASE: 1.92%
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	\$ 10.57	\$ 10.92	\$ 11.27	\$ 11.62	\$ 11.97	\$ 12.18	\$ 12.52	\$ 12.87	\$ 12.89	\$ 13.21
	O	15.86	16.38	16.91	17.43	17.96	18.27	18.78	19.31	19.34	19.82
2	B	11.88	12.16	12.55	12.89	13.03	13.42	13.80	14.18	14.57	14.95
	O	17.82	18.24	18.83	19.34	19.55	20.13	20.70	21.27	21.86	22.43
3	B	12.96	13.39	13.83	14.26	14.69	15.12	15.55	15.99	16.42	16.85
	O	19.44	20.09	20.75	21.39	22.04	22.68	23.33	23.99	24.63	25.28
4	B	14.55	15.03	15.52	16.00	16.49	16.97	17.46	17.94	18.43	18.91
	O	21.83	22.55	23.28	24.00	24.74	25.46	26.19	26.91	27.65	28.37
5	B	16.28	16.82	17.36	17.91	18.45	18.99	19.54	20.08	20.62	21.17
	O	24.42	25.23	26.04	26.87	27.68	28.49	29.31	30.12	30.93	31.76
6	B	18.15	18.75	19.36	19.96	20.57	21.17	21.78	22.38	22.99	23.59
	O	27.23	28.13	29.04	29.94	30.86	31.76	32.67	33.57	34.49	35.39
7	B	20.16	20.84	21.51	22.18	22.85	23.53	24.20	24.87	25.54	26.22
	O	30.24	31.26	32.27	33.27	34.28	35.30	36.30	37.31	38.31	39.33
8	B	22.33	23.08	23.82	24.56	25.31	26.05	26.80	27.54	28.29	29.03
	O	33.50	34.62	35.73	36.84	37.97	39.08	40.20	40.74	40.74	40.74
9	B	24.67	25.49	26.31	27.13	27.95	28.78	29.60	30.42	31.24	32.07
	O	37.01	38.24	39.47	40.70	40.74	40.74	40.74	40.74	40.74	40.74
10	B	27.16	28.07	28.97	29.88	30.79	31.69	32.60	33.50	34.41	35.31
	O	40.74	40.74	40.74	40.74	40.74	40.74	40.74	40.74	40.74	40.74
11	B	29.84	30.84	31.83	32.83	33.82	34.82	35.81	36.80	37.80	38.79
	O	40.74	40.74	40.74	40.74	40.74	40.74	40.74	40.74	40.74	40.74
12	B	35.77	36.96	38.15	39.35	40.54	41.73	42.92	44.12	45.31	46.50
	O	40.74	40.74	40.74	40.74	40.74	41.73	42.92	44.12	45.31	46.50
13	B	42.53	43.95	45.37	46.79	48.21	49.62	51.04	52.46	53.88	55.29
	O	42.53	43.95	45.37	46.79	48.21	49.62	51.04	52.46	53.88	55.29
14	B	50.26	51.94	53.61	55.29	56.97	58.64	60.32	61.99	63.67	65.34
	O	50.26	51.94	53.61	55.29	56.97	58.64	60.32	61.99	63.67	65.34
15	B	59.12	61.09	63.07	65.04	67.01	68.98	70.95	72.92	74.89	76.86
	O	59.12	61.09	63.07	65.04	67.01	68.98	70.95	72.92	74.89	76.86

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/>

SALARY TABLE 2017-RCH
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.19%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
TOTAL INCREASE: 2.24%
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	\$ 10.49	\$ 10.84	\$ 11.19	\$ 11.54	\$ 11.89	\$ 12.09	\$ 12.44	\$ 12.78	\$ 12.80	\$ 13.12
	O	15.74	16.26	16.79	17.31	17.84	18.14	18.66	19.17	19.20	19.68
2	B	11.80	12.08	12.47	12.80	12.94	13.32	13.70	14.08	14.46	14.84
	O	17.70	18.12	18.71	19.20	19.41	19.98	20.55	21.12	21.69	22.26
3	B	12.87	13.30	13.73	14.16	14.59	15.02	15.45	15.88	16.30	16.73
	O	19.31	19.95	20.60	21.24	21.89	22.53	23.18	23.82	24.45	25.10
4	B	14.45	14.93	15.41	15.89	16.37	16.86	17.34	17.82	18.30	18.78
	O	21.68	22.40	23.12	23.84	24.56	25.29	26.01	26.73	27.45	28.17
5	B	16.17	16.70	17.24	17.78	18.32	18.86	19.40	19.94	20.48	21.02
	O	24.26	25.05	25.86	26.67	27.48	28.29	29.10	29.91	30.72	31.53
6	B	18.02	18.62	19.22	19.82	20.42	21.02	21.62	22.23	22.83	23.43
	O	27.03	27.93	28.83	29.73	30.63	31.53	32.43	33.35	34.25	35.15
7	B	20.02	20.69	21.36	22.03	22.70	23.36	24.03	24.70	25.37	26.03
	O	30.03	31.04	32.04	33.05	34.05	35.04	36.05	37.05	38.06	39.05
8	B	22.18	22.92	23.65	24.39	25.13	25.87	26.61	27.35	28.09	28.83
	O	33.27	34.38	35.48	36.59	37.70	38.81	39.92	40.46	40.46	40.46
9	B	24.49	25.31	26.13	26.94	27.76	28.58	29.39	30.21	31.03	31.84
	O	36.74	37.97	39.20	40.41	40.46	40.46	40.46	40.46	40.46	40.46
10	B	26.97	27.87	28.77	29.67	30.57	31.47	32.37	33.27	34.17	35.07
	O	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46
11	B	29.63	30.62	31.61	32.60	33.59	34.57	35.56	36.55	37.54	38.52
	O	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46
12	B	35.52	36.70	37.89	39.07	40.26	41.44	42.63	43.81	44.99	46.18
	O	40.46	40.46	40.46	40.46	40.46	41.44	42.63	43.81	44.99	46.18
13	B	42.24	43.65	45.05	46.46	47.87	49.28	50.69	52.09	53.50	54.91
	O	42.24	43.65	45.05	46.46	47.87	49.28	50.69	52.09	53.50	54.91
14	B	49.91	51.58	53.24	54.90	56.57	58.23	59.90	61.56	63.22	64.89
	O	49.91	51.58	53.24	54.90	56.57	58.23	59.90	61.56	63.22	64.89
15	B	58.71	60.67	62.63	64.58	66.54	68.50	70.45	72.41	74.37	76.33
	O	58.71	60.67	62.63	64.58	66.54	68.50	70.45	72.41	74.37	76.33

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/>

SALARY TABLE 2017-SAC
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.14%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV
TOTAL INCREASE: 2.26%
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	\$ 11.02	\$ 11.39	\$ 11.76	\$ 12.12	\$ 12.49	\$ 12.70	\$ 13.06	\$ 13.43	\$ 13.44	\$ 13.78
	O	16.53	17.09	17.64	18.18	18.74	19.05	19.59	20.15	20.16	20.67
2	B	12.39	12.68	13.09	13.44	13.59	13.99	14.39	14.79	15.19	15.59
	O	18.59	19.02	19.64	20.16	20.39	20.99	21.59	22.19	22.79	23.39
3	B	13.52	13.97	14.42	14.87	15.32	15.77	16.22	16.67	17.13	17.58
	O	20.28	20.96	21.63	22.31	22.98	23.66	24.33	25.01	25.70	26.37
4	B	15.18	15.68	16.19	16.69	17.20	17.70	18.21	18.72	19.22	19.73
	O	22.77	23.52	24.29	25.04	25.80	26.55	27.32	28.08	28.83	29.60
5	B	16.98	17.55	18.11	18.68	19.24	19.81	20.38	20.94	21.51	22.08
	O	25.47	26.33	27.17	28.02	28.86	29.72	30.57	31.41	32.27	33.12
6	B	18.93	19.56	20.19	20.82	21.45	22.08	22.71	23.34	23.98	24.61
	O	28.40	29.34	30.29	31.23	32.18	33.12	34.07	35.01	35.97	36.92
7	B	21.03	21.73	22.44	23.14	23.84	24.54	25.24	25.94	26.64	27.34
	O	31.55	32.60	33.66	34.71	35.76	36.81	37.86	38.91	39.96	41.01
8	B	23.29	24.07	24.85	25.62	26.40	27.17	27.95	28.73	29.50	30.28
	O	34.94	36.11	37.28	38.43	39.60	40.76	41.93	42.50	42.50	42.50
9	B	25.73	26.58	27.44	28.30	29.16	30.02	30.87	31.73	32.59	33.45
	O	38.60	39.87	41.16	42.45	42.50	42.50	42.50	42.50	42.50	42.50
10	B	28.33	29.28	30.22	31.17	32.11	33.05	34.00	34.94	35.89	36.83
	O	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50
11	B	31.13	32.16	33.20	34.24	35.28	36.31	37.35	38.39	39.43	40.46
	O	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50
12	B	37.31	38.55	39.80	41.04	42.28	43.53	44.77	46.01	47.26	48.50
	O	42.50	42.50	42.50	42.50	42.50	43.53	44.77	46.01	47.26	48.50
13	B	44.36	45.84	47.32	48.80	50.28	51.76	53.24	54.72	56.19	57.67
	O	44.36	45.84	47.32	48.80	50.28	51.76	53.24	54.72	56.19	57.67
14	B	52.43	54.17	55.92	57.67	59.42	61.16	62.91	64.66	66.41	68.15
	O	52.43	54.17	55.92	57.67	59.42	61.16	62.91	64.66	66.41	68.15
15	B	61.67	63.72	65.78	67.83	69.89	71.95	74.00	76.06	77.58	77.58
	O	61.67	63.72	65.78	67.83	69.89	71.95	74.00	76.06	77.58	77.58

* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>

SALARY TABLE 2017-SD
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.98%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA
TOTAL INCREASE: 2.82%
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	\$ 11.27	\$ 11.65	\$ 12.02	\$ 12.40	\$ 12.77	\$ 12.99	\$ 13.36	\$ 13.74	\$ 13.75	\$ 14.10
	O	16.91	17.48	18.03	18.60	19.16	19.49	20.04	20.61	20.63	21.15
2	B	12.67	12.97	13.39	13.75	13.90	14.31	14.72	15.13	15.54	15.95
	O	19.01	19.46	20.09	20.63	20.85	21.47	22.08	22.70	23.31	23.93
3	B	13.83	14.29	14.75	15.21	15.67	16.13	16.60	17.06	17.52	17.98
	O	20.75	21.44	22.13	22.82	23.51	24.20	24.90	25.59	26.28	26.97
4	B	15.52	16.04	16.56	17.08	17.59	18.11	18.63	19.14	19.66	20.18
	O	23.28	24.06	24.84	25.62	26.39	27.17	27.95	28.71	29.49	30.27
5	B	17.37	17.95	18.53	19.11	19.68	20.26	20.84	21.42	22.00	22.58
	O	26.06	26.93	27.80	28.67	29.52	30.39	31.26	32.13	33.00	33.87
6	B	19.36	20.01	20.65	21.30	21.94	22.59	23.23	23.88	24.52	25.17
	O	29.04	30.02	30.98	31.95	32.91	33.89	34.85	35.82	36.78	37.76
7	B	21.51	22.23	22.95	23.67	24.38	25.10	25.82	26.54	27.25	27.97
	O	32.27	33.35	34.43	35.51	36.57	37.65	38.73	39.81	40.88	41.96
8	B	23.83	24.62	25.41	26.21	27.00	27.80	28.59	29.38	30.18	30.97
	O	35.75	36.93	38.12	39.32	40.50	41.70	42.89	43.47	43.47	43.47
9	B	26.32	27.19	28.07	28.95	29.82	30.70	31.58	32.46	33.33	34.21
	O	39.48	40.79	42.11	43.43	43.47	43.47	43.47	43.47	43.47	43.47
10	B	28.98	29.95	30.91	31.88	32.84	33.81	34.78	35.74	36.71	37.68
	O	43.47	43.47	43.47	43.47	43.47	43.47	43.47	43.47	43.47	43.47
11	B	31.84	32.90	33.96	35.02	36.08	37.14	38.21	39.27	40.33	41.39
	O	43.47	43.47	43.47	43.47	43.47	43.47	43.47	43.47	43.47	43.47
12	B	38.16	39.43	40.71	41.98	43.25	44.52	45.80	47.07	48.34	49.61
	O	43.47	43.47	43.47	43.47	43.47	44.52	45.80	47.07	48.34	49.61
13	B	45.38	46.89	48.40	49.92	51.43	52.94	54.45	55.97	57.48	58.99
	O	45.38	46.89	48.40	49.92	51.43	52.94	54.45	55.97	57.48	58.99
14	B	53.62	55.41	57.20	58.99	60.78	62.56	64.35	66.14	67.93	69.71
	O	53.62	55.41	57.20	58.99	60.78	62.56	64.35	66.14	67.93	69.71
15	B	63.08	65.18	67.28	69.39	71.49	73.59	75.69	77.58	77.58	77.58
	O	63.08	65.18	67.28	69.39	71.49	73.59	75.69	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)).

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/>

SALARY TABLE 2017-SF
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 38.17%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 2.80%
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	\$ 12.26	\$ 12.68	\$ 13.08	\$ 13.49	\$ 13.90	\$ 14.14	\$ 14.54	\$ 14.95	\$ 14.96	\$ 15.34
	O	18.39	19.02	19.62	20.24	20.85	21.21	21.81	22.43	22.44	23.01
2	B	13.79	14.12	14.57	14.96	15.13	15.57	16.02	16.46	16.91	17.35
	O	20.69	21.18	21.86	22.44	22.70	23.36	24.03	24.69	25.37	26.03
3	B	15.05	15.55	16.05	16.55	17.05	17.56	18.06	18.56	19.06	19.56
	O	22.58	23.33	24.08	24.83	25.58	26.34	27.09	27.84	28.59	29.34
4	B	16.89	17.45	18.02	18.58	19.14	19.71	20.27	20.83	21.39	21.96
	O	25.34	26.18	27.03	27.87	28.71	29.57	30.41	31.25	32.09	32.94
5	B	18.90	19.53	20.16	20.79	21.42	22.05	22.68	23.31	23.94	24.57
	O	28.35	29.30	30.24	31.19	32.13	33.08	34.02	34.97	35.91	36.86
6	B	21.07	21.77	22.47	23.17	23.88	24.58	25.28	25.98	26.69	27.39
	O	31.61	32.66	33.71	34.76	35.82	36.87	37.92	38.97	40.04	41.09
7	B	23.41	24.19	24.97	25.75	26.53	27.31	28.09	28.87	29.65	30.43
	O	35.12	36.29	37.46	38.63	39.80	40.97	42.14	43.31	44.48	45.65
8	B	25.93	26.79	27.65	28.52	29.38	30.25	31.11	31.97	32.84	33.70
	O	38.90	40.19	41.48	42.78	44.07	45.38	46.67	47.30	47.30	47.30
9	B	28.63	29.59	30.54	31.50	32.45	33.41	34.36	35.32	36.27	37.23
	O	42.95	44.39	45.81	47.25	47.30	47.30	47.30	47.30	47.30	47.30
10	B	31.53	32.59	33.64	34.69	35.74	36.79	37.84	38.89	39.94	41.00
	O	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30
11	B	34.64	35.80	36.95	38.11	39.26	40.42	41.57	42.73	43.88	45.04
	O	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30
12	B	41.53	42.91	44.29	45.68	47.06	48.45	49.83	51.22	52.60	53.98
	O	47.30	47.30	47.30	47.30	47.30	48.45	49.83	51.22	52.60	53.98
13	B	49.38	51.02	52.67	54.32	55.96	57.61	59.25	60.90	62.55	64.19
	O	49.38	51.02	52.67	54.32	55.96	57.61	59.25	60.90	62.55	64.19
14	B	58.35	60.30	62.24	64.19	66.13	68.08	70.02	71.97	73.91	75.86
	O	58.35	60.30	62.24	64.19	66.13	68.08	70.02	71.97	73.91	75.86
15	B	68.64	70.92	73.21	75.50	77.58	77.58	77.58	77.58	77.58	77.58
	O	68.64	70.92	73.21	75.50	77.58	77.58	77.58	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)).

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/>

SALARY TABLE 2017-SEA
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.24%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA
TOTAL INCREASE: 2.64%
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	\$ 11.03	\$ 11.40	\$ 11.76	\$ 12.13	\$ 12.50	\$ 12.71	\$ 13.07	\$ 13.44	\$ 13.45	\$ 13.79
	O	16.55	17.10	17.64	18.20	18.75	19.07	19.61	20.16	20.18	20.69
2	B	12.40	12.69	13.11	13.45	13.60	14.00	14.40	14.80	15.20	15.60
	O	18.60	19.04	19.67	20.18	20.40	21.00	21.60	22.20	22.80	23.40
3	B	13.53	13.98	14.43	14.88	15.33	15.79	16.24	16.69	17.14	17.59
	O	20.30	20.97	21.65	22.32	23.00	23.69	24.36	25.04	25.71	26.39
4	B	15.19	15.69	16.20	16.71	17.21	17.72	18.22	18.73	19.24	19.74
	O	22.79	23.54	24.30	25.07	25.82	26.58	27.33	28.10	28.86	29.61
5	B	16.99	17.56	18.13	18.69	19.26	19.83	20.39	20.96	21.53	22.09
	O	25.49	26.34	27.20	28.04	28.89	29.75	30.59	31.44	32.30	33.14
6	B	18.94	19.57	20.21	20.84	21.47	22.10	22.73	23.36	23.99	24.63
	O	28.41	29.36	30.32	31.26	32.21	33.15	34.10	35.04	35.99	36.95
7	B	21.05	21.75	22.45	23.15	23.86	24.56	25.26	25.96	26.66	27.37
	O	31.58	32.63	33.68	34.73	35.79	36.84	37.89	38.94	39.99	41.06
8	B	23.31	24.09	24.87	25.64	26.42	27.20	27.97	28.75	29.53	30.30
	O	34.97	36.14	37.31	38.46	39.63	40.80	41.96	42.53	42.53	42.53
9	B	25.75	26.61	27.46	28.32	29.18	30.04	30.90	31.76	32.61	33.47
	O	38.63	39.92	41.19	42.48	42.53	42.53	42.53	42.53	42.53	42.53
10	B	28.35	29.30	30.24	31.19	32.14	33.08	34.03	34.97	35.92	36.86
	O	42.53	42.53	42.53	42.53	42.53	42.53	42.53	42.53	42.53	42.53
11	B	31.15	32.19	33.23	34.27	35.30	36.34	37.38	38.42	39.46	40.50
	O	42.53	42.53	42.53	42.53	42.53	42.53	42.53	42.53	42.53	42.53
12	B	37.34	38.58	39.83	41.07	42.32	43.56	44.81	46.05	47.30	48.54
	O	42.53	42.53	42.53	42.53	42.53	43.56	44.81	46.05	47.30	48.54
13	B	44.40	45.88	47.36	48.84	50.32	51.80	53.28	54.76	56.24	57.72
	O	44.40	45.88	47.36	48.84	50.32	51.80	53.28	54.76	56.24	57.72
14	B	52.47	54.22	55.97	57.71	59.46	61.21	62.96	64.71	66.46	68.21
	O	52.47	54.22	55.97	57.71	59.46	61.21	62.96	64.71	66.46	68.21
15	B	61.72	63.77	65.83	67.89	69.95	72.00	74.06	76.12	77.58	77.58
	O	61.72	63.77	65.83	67.89	69.95	72.00	74.06	76.12	77.58	77.58

* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>

SALARY TABLE 2017-SL
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.83%
FOR THE LOCALITY PAY AREA OF ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL
TOTAL INCREASE: 2.18%
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	\$ 10.28	\$ 10.63	\$ 10.97	\$ 11.31	\$ 11.65	\$ 11.85	\$ 12.19	\$ 12.53	\$ 12.54	\$ 12.86
	O	15.42	15.95	16.46	16.97	17.48	17.78	18.29	18.80	18.81	19.29
2	B	11.56	11.84	12.22	12.54	12.68	13.06	13.43	13.80	14.18	14.55
	O	17.34	17.76	18.33	18.81	19.02	19.59	20.15	20.70	21.27	21.83
3	B	12.61	13.03	13.46	13.88	14.30	14.72	15.14	15.56	15.98	16.40
	O	18.92	19.55	20.19	20.82	21.45	22.08	22.71	23.34	23.97	24.60
4	B	14.16	14.63	15.10	15.58	16.05	16.52	16.99	17.46	17.93	18.41
	O	21.24	21.95	22.65	23.37	24.08	24.78	25.49	26.19	26.90	27.62
5	B	15.84	16.37	16.90	17.43	17.96	18.48	19.01	19.54	20.07	20.60
	O	23.76	24.56	25.35	26.15	26.94	27.72	28.52	29.31	30.11	30.90
6	B	17.66	18.25	18.84	19.43	20.02	20.60	21.19	21.78	22.37	22.96
	O	26.49	27.38	28.26	29.15	30.03	30.90	31.79	32.67	33.56	34.44
7	B	19.62	20.28	20.93	21.59	22.24	22.90	23.55	24.21	24.86	25.51
	O	29.43	30.42	31.40	32.39	33.36	34.35	35.33	36.32	37.29	38.27
8	B	21.73	22.46	23.18	23.91	24.63	25.36	26.08	26.80	27.53	28.25
	O	32.60	33.69	34.77	35.87	36.95	38.04	39.12	39.66	39.66	39.66
9	B	24.00	24.80	25.61	26.41	27.21	28.01	28.81	29.61	30.41	31.21
	O	36.00	37.20	38.42	39.62	39.66	39.66	39.66	39.66	39.66	39.66
10	B	26.44	27.32	28.20	29.08	29.96	30.84	31.72	32.60	33.49	34.37
	O	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66
11	B	29.04	30.01	30.98	31.95	32.91	33.88	34.85	35.82	36.79	37.75
	O	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66	39.66
12	B	34.81	35.97	37.13	38.29	39.45	40.61	41.77	42.93	44.10	45.26
	O	39.66	39.66	39.66	39.66	39.66	40.61	41.77	42.93	44.10	45.26
13	B	41.39	42.77	44.15	45.53	46.91	48.29	49.67	51.05	52.43	53.81
	O	41.39	42.77	44.15	45.53	46.91	48.29	49.67	51.05	52.43	53.81
14	B	48.92	50.55	52.18	53.81	55.44	57.07	58.70	60.33	61.96	63.59
	O	48.92	50.55	52.18	53.81	55.44	57.07	58.70	60.33	61.96	63.59
15	B	57.54	59.46	61.37	63.29	65.21	67.13	69.05	70.97	72.88	74.80
	O	57.54	59.46	61.37	63.29	65.21	67.13	69.05	70.97	72.88	74.80

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/>

SALARY TABLE 2017-TU
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.66%
FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ
TOTAL INCREASE: 2.01%
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	\$ 10.27	\$ 10.61	\$ 10.95	\$ 11.29	\$ 11.63	\$ 11.83	\$ 12.17	\$ 12.51	\$ 12.52	\$ 12.84
	O	15.41	15.92	16.43	16.94	17.45	17.75	18.26	18.77	18.78	19.26
2	B	11.54	11.82	12.20	12.52	12.67	13.04	13.41	13.78	14.15	14.53
	O	17.31	17.73	18.30	18.78	19.01	19.56	20.12	20.67	21.23	21.80
3	B	12.60	13.02	13.44	13.86	14.28	14.70	15.12	15.54	15.96	16.38
	O	18.90	19.53	20.16	20.79	21.42	22.05	22.68	23.31	23.94	24.57
4	B	14.14	14.61	15.08	15.55	16.02	16.49	16.97	17.44	17.91	18.38
	O	21.21	21.92	22.62	23.33	24.03	24.74	25.46	26.16	26.87	27.57
5	B	15.82	16.35	16.87	17.40	17.93	18.46	18.99	19.51	20.04	20.57
	O	23.73	24.53	25.31	26.10	26.90	27.69	28.49	29.27	30.06	30.86
6	B	17.63	18.22	18.81	19.40	19.99	20.57	21.16	21.75	22.34	22.93
	O	26.45	27.33	28.22	29.10	29.99	30.86	31.74	32.63	33.51	34.40
7	B	19.60	20.25	20.90	21.56	22.21	22.86	23.52	24.17	24.82	25.48
	O	29.40	30.38	31.35	32.34	33.32	34.29	35.28	36.26	37.23	38.22
8	B	21.70	22.43	23.15	23.87	24.59	25.32	26.04	26.76	27.49	28.21
	O	32.55	33.65	34.73	35.81	36.89	37.98	39.06	39.60	39.60	39.60
9	B	23.97	24.77	25.57	26.37	27.17	27.97	28.76	29.56	30.36	31.16
	O	35.96	37.16	38.36	39.56	39.60	39.60	39.60	39.60	39.60	39.60
10	B	26.40	27.28	28.16	29.04	29.92	30.80	31.68	32.56	33.44	34.32
	O	39.60	39.60	39.60	39.60	39.60	39.60	39.60	39.60	39.60	39.60
11	B	29.00	29.97	30.93	31.90	32.87	33.83	34.80	35.77	36.73	37.70
	O	39.60	39.60	39.60	39.60	39.60	39.60	39.60	39.60	39.60	39.60
12	B	34.76	35.92	37.08	38.24	39.40	40.55	41.71	42.87	44.03	45.19
	O	39.60	39.60	39.60	39.60	39.60	40.55	41.71	42.87	44.03	45.19
13	B	41.33	42.71	44.09	45.47	46.84	48.22	49.60	50.98	52.36	53.73
	O	41.33	42.71	44.09	45.47	46.84	48.22	49.60	50.98	52.36	53.73
14	B	48.84	50.47	52.10	53.73	55.36	56.99	58.61	60.24	61.87	63.50
	O	48.84	50.47	52.10	53.73	55.36	56.99	58.61	60.24	61.87	63.50
15	B	57.45	59.37	61.28	63.20	65.12	67.03	68.95	70.86	72.78	74.69
	O	57.45	59.37	61.28	63.20	65.12	67.03	68.95	70.86	72.78	74.69

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/>

SALARY TABLE 2017-DCB
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	13.84	14.30	14.76	15.23	15.69	16.15	16.61	17.07	17.53	18.00
	O	20.76	21.45	22.14	22.85	23.54	24.23	24.92	25.61	26.30	27.00
4	B	15.54	16.06	16.57	17.09	17.61	18.13	18.64	19.16	19.68	20.20
	O	23.31	24.09	24.86	25.64	26.42	27.20	27.96	28.74	29.52	30.30
5	B	17.38	17.96	18.54	19.12	19.70	20.28	20.86	21.44	22.02	22.60
	O	26.07	26.94	27.81	28.68	29.55	30.42	31.29	32.16	33.03	33.90
6	B	19.38	20.02	20.67	21.32	21.96	22.61	23.25	23.90	24.55	25.19
	O	29.07	30.03	31.01	31.98	32.94	33.92	34.88	35.85	36.83	37.79
7	B	21.53	22.25	22.97	23.69	24.41	25.12	25.84	26.56	27.28	28.00
	O	32.30	33.38	34.46	35.54	36.62	37.68	38.76	39.84	40.92	42.00
8	B	23.85	24.64	25.44	26.23	27.03	27.82	28.62	29.41	30.21	31.00
	O	35.78	36.96	38.16	39.35	40.55	41.73	42.93	43.52	43.52	43.52
9	B	26.34	27.22	28.10	28.97	29.85	30.73	31.61	32.49	33.37	34.24
	O	39.51	40.83	42.15	43.46	43.52	43.52	43.52	43.52	43.52	43.52
10	B	29.01	29.97	30.94	31.91	32.88	33.84	34.81	35.78	36.74	37.71
	O	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52
11	B	31.87	32.93	33.99	35.06	36.12	37.18	38.24	39.30	40.37	41.43
	O	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52
12	B	38.20	39.47	40.75	42.02	43.29	44.57	45.84	47.11	48.39	49.66
	O	43.52	43.52	43.52	43.52	43.52	44.57	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)).

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/>

SALARY TABLE 2017-RUS
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.06%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
TOTAL INCREASE: 1.63%
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	\$ 10.21	\$ 10.56	\$ 10.90	\$ 11.23	\$ 11.57	\$ 11.77	\$ 12.11	\$ 12.45	\$ 12.46	\$ 12.77
	O	15.32	15.84	16.35	16.85	17.36	17.66	18.17	18.68	18.69	19.16
2	B	11.48	11.76	12.14	12.46	12.60	12.97	13.34	13.71	14.08	14.45
	O	17.22	17.64	18.21	18.69	18.90	19.46	20.01	20.57	21.12	21.68
3	B	12.53	12.95	13.37	13.78	14.20	14.62	15.04	15.46	15.87	16.29
	O	18.80	19.43	20.06	20.67	21.30	21.93	22.56	23.19	23.81	24.44
4	B	14.07	14.53	15.00	15.47	15.94	16.41	16.88	17.35	17.82	18.28
	O	21.11	21.80	22.50	23.21	23.91	24.62	25.32	26.03	26.73	27.42
5	B	15.74	16.26	16.79	17.31	17.84	18.36	18.89	19.41	19.94	20.46
	O	23.61	24.39	25.19	25.97	26.76	27.54	28.34	29.12	29.91	30.69
6	B	17.54	18.13	18.71	19.30	19.88	20.47	21.05	21.64	22.22	22.81
	O	26.31	27.20	28.07	28.95	29.82	30.71	31.58	32.46	33.33	34.22
7	B	19.49	20.14	20.79	21.44	22.09	22.74	23.39	24.04	24.69	25.34
	O	29.24	30.21	31.19	32.16	33.14	34.11	35.09	36.06	37.04	38.01
8	B	21.59	22.31	23.03	23.75	24.47	25.19	25.91	26.63	27.34	28.06
	O	32.39	33.47	34.55	35.63	36.71	37.79	38.87	39.39	39.39	39.39
9	B	23.85	24.64	25.44	26.23	27.02	27.82	28.62	29.41	30.21	31.00
	O	35.78	36.96	38.16	39.35	39.39	39.39	39.39	39.39	39.39	39.39
10	B	26.26	27.13	28.01	28.89	29.76	30.64	31.51	32.39	33.26	34.14
	O	39.39	39.39	39.39	39.39	39.39	39.39	39.39	39.39	39.39	39.39
11	B	28.85	29.81	30.77	31.73	32.70	33.66	34.62	35.58	36.54	37.50
	O	39.39	39.39	39.39	39.39	39.39	39.39	39.39	39.39	39.39	39.39
12	B	34.58	35.73	36.89	38.04	39.19	40.34	41.50	42.65	43.80	44.95
	O	39.39	39.39	39.39	39.39	39.39	40.34	41.50	42.65	43.80	44.95
13	B	41.12	42.49	43.86	45.23	46.60	47.97	49.34	50.71	52.08	53.45
	O	41.12	42.49	43.86	45.23	46.60	47.97	49.34	50.71	52.08	53.45
14	B	48.59	50.21	51.83	53.45	55.07	56.69	58.31	59.93	61.55	63.17
	O	48.59	50.21	51.83	53.45	55.07	56.69	58.31	59.93	61.55	63.17
15	B	57.16	59.06	60.97	62.87	64.78	66.68	68.59	70.49	72.40	74.30
	O	57.16	59.06	60.97	62.87	64.78	66.68	68.59	70.49	72.40	74.30

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/>

SALARY TABLE 2017-AK
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.13%
STATE OF ALASKA
TOTAL INCREASE: 2.59%
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	\$ 11.29	\$ 11.66	\$ 12.04	\$ 12.41	\$ 12.79	\$ 13.01	\$ 13.38	\$ 13.75	\$ 13.77	\$ 14.11
	O	16.94	17.49	18.06	18.62	19.19	19.52	20.07	20.63	20.66	21.17
2	B	12.69	12.99	13.41	13.77	13.92	14.33	14.74	15.15	15.56	15.97
	O	19.04	19.49	20.12	20.66	20.88	21.50	22.11	22.73	23.34	23.96
3	B	13.84	14.31	14.77	15.23	15.69	16.15	16.61	17.08	17.54	18.00
	O	20.76	21.47	22.16	22.85	23.54	24.23	24.92	25.62	26.31	27.00
4	B	15.54	16.06	16.58	17.10	17.61	18.13	18.65	19.17	19.68	20.20
	O	23.31	24.09	24.87	25.65	26.42	27.20	27.98	28.76	29.52	30.30
5	B	17.39	17.97	18.55	19.13	19.71	20.29	20.87	21.45	22.03	22.61
	O	26.09	26.96	27.83	28.70	29.57	30.44	31.31	32.18	33.05	33.92
6	B	19.38	20.03	20.68	21.32	21.97	22.61	23.26	23.91	24.55	25.20
	O	29.07	30.05	31.02	31.98	32.96	33.92	34.89	35.87	36.83	37.80
7	B	21.54	22.26	22.98	23.69	24.41	25.13	25.85	26.57	27.28	28.00
	O	32.31	33.39	34.47	35.54	36.62	37.70	38.78	39.86	40.92	42.00
8	B	23.85	24.65	25.44	26.24	27.03	27.83	28.62	29.42	30.21	31.01
	O	35.78	36.98	38.16	39.36	40.55	41.75	42.93	43.52	43.52	43.52
9	B	26.35	27.22	28.10	28.98	29.86	30.74	31.62	32.49	33.37	34.25
	O	39.53	40.83	42.15	43.47	43.52	43.52	43.52	43.52	43.52	43.52
10	B	29.01	29.98	30.95	31.92	32.88	33.85	34.82	35.79	36.75	37.72
	O	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52
11	B	31.88	32.94	34.00	35.06	36.13	37.19	38.25	39.31	40.38	41.44
	O	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52
12	B	38.21	39.48	40.75	42.03	43.30	44.58	45.85	47.12	48.40	49.67
	O	43.52	43.52	43.52	43.52	43.52	44.58	45.85	47.12	48.40	49.67
13	B	45.43	46.95	48.46	49.98	51.49	53.00	54.52	56.03	57.55	59.06
	O	45.43	46.95	48.46	49.98	51.49	53.00	54.52	56.03	57.55	59.06
14	B	53.69	55.48	57.27	59.06	60.85	62.64	64.43	66.22	68.01	69.80
	O	53.69	55.48	57.27	59.06	60.85	62.64	64.43	66.22	68.01	69.80
15	B	63.15	65.26	67.36	69.47	71.57	73.68	75.78	77.58	77.58	77.58
	O	63.15	65.26	67.36	69.47	71.57	73.68	75.78	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)).

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/>

SALARY TABLE 2017-HI
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.92%
STATE OF HAWAII
TOTAL INCREASE: 1.96%
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	\$ 10.47	\$ 10.82	\$ 11.17	\$ 11.51	\$ 11.86	\$ 12.06	\$ 12.41	\$ 12.76	\$ 12.77	\$ 13.09
	O	15.71	16.23	16.76	17.27	17.79	18.09	18.62	19.14	19.16	19.64
2	B	11.77	12.05	12.44	12.77	12.91	13.29	13.67	14.05	14.43	14.81
	O	17.66	18.08	18.66	19.16	19.37	19.94	20.51	21.08	21.65	22.22
3	B	12.84	13.27	13.70	14.13	14.55	14.98	15.41	15.84	16.27	16.70
	O	19.26	19.91	20.55	21.20	21.83	22.47	23.12	23.76	24.41	25.05
4	B	14.42	14.90	15.38	15.86	16.34	16.82	17.30	17.78	18.26	18.74
	O	21.63	22.35	23.07	23.79	24.51	25.23	25.95	26.67	27.39	28.11
5	B	16.13	16.67	17.20	17.74	18.28	18.82	19.36	19.89	20.43	20.97
	O	24.20	25.01	25.80	26.61	27.42	28.23	29.04	29.84	30.65	31.46
6	B	17.98	18.58	19.18	19.78	20.38	20.98	21.58	22.17	22.77	23.37
	O	26.97	27.87	28.77	29.67	30.57	31.47	32.37	33.26	34.16	35.06
7	B	19.98	20.64	21.31	21.98	22.64	23.31	23.98	24.64	25.31	25.97
	O	29.97	30.96	31.97	32.97	33.96	34.97	35.97	36.96	37.97	38.96
8	B	22.13	22.86	23.60	24.34	25.08	25.81	26.55	27.29	28.02	28.76
	O	33.20	34.29	35.40	36.51	37.62	38.72	39.83	40.37	40.37	40.37
9	B	24.44	25.25	26.07	26.88	27.70	28.51	29.33	30.14	30.96	31.77
	O	36.66	37.88	39.11	40.32	40.37	40.37	40.37	40.37	40.37	40.37
10	B	26.91	27.81	28.71	29.60	30.50	31.40	32.30	33.19	34.09	34.99
	O	40.37	40.37	40.37	40.37	40.37	40.37	40.37	40.37	40.37	40.37
11	B	29.57	30.55	31.54	32.52	33.51	34.49	35.48	36.46	37.45	38.44
	O	40.37	40.37	40.37	40.37	40.37	40.37	40.37	40.37	40.37	40.37
12	B	35.44	36.62	37.80	38.98	40.17	41.35	42.53	43.71	44.89	46.07
	O	40.37	40.37	40.37	40.37	40.37	41.35	42.53	43.71	44.89	46.07
13	B	42.14	43.55	44.95	46.36	47.76	49.16	50.57	51.97	53.38	54.78
	O	42.14	43.55	44.95	46.36	47.76	49.16	50.57	51.97	53.38	54.78
14	B	49.80	51.46	53.12	54.78	56.44	58.10	59.76	61.42	63.08	64.74
	O	49.80	51.46	53.12	54.78	56.44	58.10	59.76	61.42	63.08	64.74
15	B	58.58	60.53	62.48	64.44	66.39	68.34	70.29	72.25	74.20	76.15
	O	58.58	60.53	62.48	64.44	66.39	68.34	70.29	72.25	74.20	76.15

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/>