

**SALARY TABLE 2016-RUS**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.35%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**  
**TOTAL INCREASE: 1.17%**  
**EFFECTIVE JANUARY 2016**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates by Grade and Step*

| Grade | B/O | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   | Step 6   | Step 7   | Step 8   | Step 9   | Step 10  |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1     | B   | \$ 10.05 | \$ 10.39 | \$ 10.72 | \$ 11.05 | \$ 11.39 | \$ 11.58 | \$ 11.91 | \$ 12.25 | \$ 12.26 | \$ 12.57 |
|       | O   | 15.08    | 15.59    | 16.08    | 16.58    | 17.09    | 17.37    | 17.87    | 18.38    | 18.39    | 18.86    |
| 2     | B   | 11.30    | 11.57    | 11.94    | 12.26    | 12.40    | 12.76    | 13.13    | 13.49    | 13.86    | 14.22    |
|       | O   | 16.95    | 17.36    | 17.91    | 18.39    | 18.60    | 19.14    | 19.70    | 20.24    | 20.79    | 21.33    |
| 3     | B   | 12.33    | 12.74    | 13.15    | 13.56    | 13.97    | 14.38    | 14.79    | 15.21    | 15.62    | 16.03    |
|       | O   | 18.50    | 19.11    | 19.73    | 20.34    | 20.96    | 21.57    | 22.19    | 22.82    | 23.43    | 24.05    |
| 4     | B   | 13.84    | 14.30    | 14.76    | 15.22    | 15.69    | 16.15    | 16.61    | 17.07    | 17.53    | 17.99    |
|       | O   | 20.76    | 21.45    | 22.14    | 22.83    | 23.54    | 24.23    | 24.92    | 25.61    | 26.30    | 26.99    |
| 5     | B   | 15.49    | 16.00    | 16.52    | 17.03    | 17.55    | 18.07    | 18.58    | 19.10    | 19.61    | 20.13    |
|       | O   | 23.24    | 24.00    | 24.78    | 25.55    | 26.33    | 27.11    | 27.87    | 28.65    | 29.42    | 30.20    |
| 6     | B   | 17.26    | 17.84    | 18.41    | 18.99    | 19.56    | 20.14    | 20.71    | 21.29    | 21.86    | 22.44    |
|       | O   | 25.89    | 26.76    | 27.62    | 28.49    | 29.34    | 30.21    | 31.07    | 31.94    | 32.79    | 33.66    |
| 7     | B   | 19.18    | 19.82    | 20.46    | 21.10    | 21.74    | 22.38    | 23.02    | 23.66    | 24.30    | 24.94    |
|       | O   | 28.77    | 29.73    | 30.69    | 31.65    | 32.61    | 33.57    | 34.53    | 35.49    | 36.45    | 37.41    |
| 8     | B   | 21.24    | 21.95    | 22.66    | 23.37    | 24.07    | 24.78    | 25.49    | 26.20    | 26.91    | 27.61    |
|       | O   | 31.86    | 32.93    | 33.99    | 35.06    | 36.11    | 37.17    | 38.24    | 38.76    | 38.76    | 38.76    |
| 9     | B   | 23.46    | 24.25    | 25.03    | 25.81    | 26.59    | 27.37    | 28.15    | 28.94    | 29.72    | 30.50    |
|       | O   | 35.19    | 36.38    | 37.55    | 38.72    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    |
| 10    | B   | 25.84    | 26.70    | 27.56    | 28.42    | 29.28    | 30.15    | 31.01    | 31.87    | 32.73    | 33.59    |
|       | O   | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    |
| 11    | B   | 28.39    | 29.33    | 30.28    | 31.23    | 32.17    | 33.12    | 34.07    | 35.01    | 35.96    | 36.90    |
|       | O   | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    |
| 12    | B   | 34.03    | 35.16    | 36.29    | 37.43    | 38.56    | 39.70    | 40.83    | 41.97    | 43.10    | 44.23    |
|       | O   | 38.76    | 38.76    | 38.76    | 38.76    | 38.76    | 39.70    | 40.83    | 41.97    | 43.10    | 44.23    |
| 13    | B   | 40.46    | 41.81    | 43.16    | 44.51    | 45.86    | 47.21    | 48.56    | 49.90    | 51.25    | 52.60    |
|       | O   | 40.46    | 41.81    | 43.16    | 44.51    | 45.86    | 47.21    | 48.56    | 49.90    | 51.25    | 52.60    |
| 14    | B   | 47.81    | 49.41    | 51.00    | 52.59    | 54.19    | 55.78    | 57.38    | 58.97    | 60.56    | 62.16    |
|       | O   | 47.81    | 49.41    | 51.00    | 52.59    | 54.19    | 55.78    | 57.38    | 58.97    | 60.56    | 62.16    |
| 15    | B   | 56.24    | 58.12    | 59.99    | 61.87    | 63.74    | 65.62    | 67.49    | 69.37    | 71.24    | 73.12    |
|       | O   | 56.24    | 58.12    | 59.99    | 61.87    | 63.74    | 65.62    | 67.49    | 69.37    | 71.24    | 73.12    |

Applicable locations are shown on the 2016 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>