

**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/>