

**SALARY TABLE 2016-CHI (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.44%**  
**FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI**  
**TOTAL INCREASE: 1.27%**  
**EFFECTIVE JANUARY 2016**

*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   | \$ 11.02 | \$ 11.39 | \$ 11.76 | \$ 12.13 | \$ 12.49 | \$ 12.71 | \$ 13.07 | \$ 13.43 | \$ 13.45 | \$ 13.79 |
|       | O   | 16.53    | 17.09    | 17.64    | 18.20    | 18.74    | 19.07    | 19.61    | 20.15    | 20.18    | 20.69    |
| 2     | B   | 12.40    | 12.69    | 13.10    | 13.45    | 13.60    | 14.00    | 14.40    | 14.80    | 15.20    | 15.60    |
|       | O   | 18.60    | 19.04    | 19.65    | 20.18    | 20.40    | 21.00    | 21.60    | 22.20    | 22.80    | 23.40    |
| 3     | B   | 16.23    | 16.68    | 17.13    | 17.58    | 18.03    | 18.48    | 18.93    | 19.39    | 19.84    | 20.29    |
|       | O   | 24.35    | 25.02    | 25.70    | 26.37    | 27.05    | 27.72    | 28.40    | 29.09    | 29.76    | 30.44    |
| 4     | B   | 18.22    | 18.73    | 19.23    | 19.74    | 20.24    | 20.75    | 21.26    | 21.76    | 22.27    | 22.77    |
|       | O   | 27.33    | 28.10    | 28.85    | 29.61    | 30.36    | 31.13    | 31.89    | 32.64    | 33.41    | 34.16    |
| 5     | B   | 20.95    | 21.52    | 22.08    | 22.65    | 23.22    | 23.78    | 24.35    | 24.91    | 25.48    | 26.05    |
|       | O   | 31.43    | 32.28    | 33.12    | 33.98    | 34.83    | 35.67    | 36.53    | 37.37    | 38.22    | 39.08    |
| 6     | B   | 22.09    | 22.72    | 23.35    | 23.98    | 24.62    | 25.25    | 25.88    | 26.51    | 27.14    | 27.77    |
|       | O   | 33.14    | 34.08    | 35.03    | 35.97    | 36.93    | 37.88    | 38.82    | 39.77    | 40.71    | 41.66    |
| 7     | B   | 23.85    | 24.55    | 25.25    | 25.95    | 26.65    | 27.36    | 28.06    | 28.76    | 29.46    | 30.16    |
|       | O   | 35.78    | 36.83    | 37.88    | 38.93    | 39.98    | 41.04    | 42.09    | 43.14    | 43.94    | 43.94    |
| 8     | B   | 24.86    | 25.63    | 26.41    | 27.19    | 27.96    | 28.74    | 29.52    | 30.29    | 31.07    | 31.85    |
|       | O   | 37.29    | 38.45    | 39.62    | 40.79    | 41.94    | 43.11    | 43.94    | 43.94    | 43.94    | 43.94    |
| 9     | B   | 26.60    | 27.45    | 28.31    | 29.17    | 30.03    | 30.89    | 31.74    | 32.60    | 33.46    | 34.32    |
|       | O   | 39.90    | 41.18    | 42.47    | 43.76    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    |
| 10    | B   | 29.29    | 30.23    | 31.18    | 32.12    | 33.07    | 34.01    | 34.96    | 35.90    | 36.85    | 37.79    |
|       | O   | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    |
| 11    | B   | 31.14    | 32.18    | 33.22    | 34.26    | 35.29    | 36.33    | 37.37    | 38.41    | 39.45    | 40.48    |
|       | O   | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    |
| 12    | B   | 37.33    | 38.57    | 39.81    | 41.06    | 42.30    | 43.55    | 44.79    | 46.04    | 47.28    | 48.52    |
|       | O   | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 43.94    | 44.79    | 46.04    | 47.28    | 48.52    |
| 13    | B   | 44.39    | 45.87    | 47.34    | 48.82    | 50.30    | 51.78    | 53.26    | 54.74    | 56.22    | 57.70    |
|       | O   | 44.39    | 45.87    | 47.34    | 48.82    | 50.30    | 51.78    | 53.26    | 54.74    | 56.22    | 57.70    |
| 14    | B   | 52.45    | 54.20    | 55.95    | 57.70    | 59.44    | 61.19    | 62.94    | 64.69    | 66.44    | 68.19    |
|       | O   | 52.45    | 54.20    | 55.95    | 57.70    | 59.44    | 61.19    | 62.94    | 64.69    | 66.44    | 68.19    |
| 15    | B   | 61.70    | 63.75    | 65.81    | 67.87    | 69.92    | 71.98    | 74.04    | 76.09    | 76.81    | 76.81    |
|       | O   | 61.70    | 63.75    | 65.81    | 67.87    | 69.92    | 71.98    | 74.04    | 76.09    | 76.81    | 76.81    |

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

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.

Applicable locations are shown on the 2016 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>