

**SALARY TABLE 2016-MSP (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.30%**  
**FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI**  
**TOTAL INCREASE: 1.28%**  
**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	\$ 10.66	\$ 11.02	\$ 11.37	\$ 11.72	\$ 12.08	\$ 12.29	\$ 12.64	\$ 12.99	\$ 13.00	\$ 13.33
	O	15.99	16.53	17.06	17.58	18.12	18.44	18.96	19.49	19.50	20.00
2	B	11.99	12.27	12.67	13.00	13.15	13.54	13.93	14.31	14.70	15.09
	O	17.99	18.41	19.01	19.50	19.73	20.31	20.90	21.47	22.05	22.64
3	B	15.69	16.13	16.57	17.00	17.44	17.87	18.31	18.75	19.18	19.62
	O	23.54	24.20	24.86	25.50	26.16	26.81	27.47	28.13	28.77	29.43
4	B	17.62	18.11	18.60	19.09	19.58	20.07	20.55	21.04	21.53	22.02
	O	26.43	27.17	27.90	28.64	29.37	30.11	30.83	31.56	32.30	33.03
5	B	20.26	20.81	21.35	21.90	22.45	23.00	23.54	24.09	24.64	25.19
	O	30.39	31.22	32.03	32.85	33.68	34.50	35.31	36.14	36.96	37.79
6	B	21.36	21.97	22.58	23.19	23.80	24.41	25.02	25.63	26.24	26.85
	O	32.04	32.96	33.87	34.79	35.70	36.62	37.53	38.45	39.36	40.28
7	B	23.06	23.74	24.42	25.10	25.77	26.45	27.13	27.81	28.49	29.17
	O	34.59	35.61	36.63	37.65	38.66	39.68	40.70	41.72	42.48	42.48
8	B	24.04	24.79	25.54	26.29	27.04	27.79	28.54	29.29	30.04	30.79
	O	36.06	37.19	38.31	39.44	40.56	41.69	42.48	42.48	42.48	42.48
9	B	25.72	26.55	27.38	28.21	29.04	29.87	30.70	31.52	32.35	33.18
	O	38.58	39.83	41.07	42.32	42.48	42.48	42.48	42.48	42.48	42.48
10	B	28.32	29.24	30.15	31.06	31.98	32.89	33.80	34.72	35.63	36.55
	O	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48
11	B	30.11	31.12	32.12	33.12	34.13	35.13	36.14	37.14	38.14	39.15
	O	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48
12	B	36.09	37.30	38.50	39.70	40.91	42.11	43.31	44.52	45.72	46.92
	O	42.48	42.48	42.48	42.48	42.48	42.48	43.31	44.52	45.72	46.92
13	B	42.92	44.35	45.78	47.21	48.64	50.08	51.51	52.94	54.37	55.80
	O	42.92	44.35	45.78	47.21	48.64	50.08	51.51	52.94	54.37	55.80
14	B	50.72	52.41	54.10	55.79	57.48	59.17	60.86	62.55	64.24	65.94
	O	50.72	52.41	54.10	55.79	57.48	59.17	60.86	62.55	64.24	65.94
15	B	59.66	61.65	63.64	65.63	67.62	69.60	71.59	73.58	75.57	76.81
	O	59.66	61.65	63.64	65.63	67.62	69.60	71.59	73.58	75.57	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/>