

**2016 San Jose-San Francisco-Oakland, CA, Locality Pay Schedule  
TR Pay Plan**

**United States Mint and Bureau of Engraving and Printing  
Incorporates a 1.0% Increase to the TR Base Schedule and a Locality Payment of 35.75%**

Locality Payment: 35.75%

Class	Grade	Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14
		Wait	1	2	3	4	5	7	9	11	13	15	18	21	24	27
Entry-Level	6		\$56,696	\$58,044	\$59,396	\$60,744	\$62,095	\$63,445	\$64,793	\$66,143	\$67,495	\$68,846	\$70,196	\$71,544	\$72,895	\$74,247
Entry-Level w/Training	7		\$62,061	\$62,919	\$64,609	\$66,294	\$67,980	\$69,667	\$71,354	\$73,043	\$74,730	\$76,416	\$78,105	\$79,792	\$81,480	\$83,169
Senior Patrol	8		\$66,740	\$69,273	\$71,805	\$74,334	\$76,866	\$79,397	\$81,931	\$84,460	\$86,989	\$89,520	\$92,052	\$94,584	\$97,114	\$99,646
Sergeant	9		\$73,418	\$76,072	\$78,727	\$81,386	\$84,037	\$86,695	\$89,353	\$92,006	\$94,664	\$97,321	\$99,973	\$102,631	\$105,285	\$107,942
Lieutenant	10		\$80,023	\$82,958	\$85,890	\$88,825	\$91,762	\$94,696	\$97,631	\$100,564	\$103,497	\$106,433	\$109,367	\$112,302	\$115,234	\$118,169
Dep Inspector	11			\$95,339	\$98,644	\$101,958	\$105,270	\$108,580	\$111,889	\$115,200	\$118,511	\$121,822	\$125,133	\$128,445	\$131,756	\$135,063
Inspector	12			\$111,424	\$115,176	\$118,927	\$122,677	\$126,428	\$130,179	\$133,930	\$137,679	\$141,430	\$145,182	\$148,935	\$152,685	\$156,436
Asst Chief	13			\$124,180	\$128,362	\$132,544	\$136,726	\$140,909	\$145,090	\$149,268	\$153,449	\$157,633	<b>\$160,300</b>	<b>\$160,300</b>	<b>\$160,300</b>	<b>\$160,300</b>
Chief	14			\$130,517	\$135,032	\$139,547	\$144,062	\$148,580	\$153,096	\$157,611	<b>\$160,300</b>	<b>\$160,300</b>	<b>\$160,300</b>	<b>\$160,300</b>	<b>\$160,300</b>	<b>\$160,300</b>

**Effective Date: January 10, 2016**

**Locality pay is capped at \$160,300**

Authority: Section 5304(h) of title 5, United States Code, requires that extensions of locality payments to non-General Schedule categories of employees be renewed each year. On November 20, 2015 the President's Pay Agent extended the 2016 locality-based comparability payments to employees of the U.S. Mint and BEP paid under 5 U.S.C. 5378 (i.e., TR positions). Under 5 CFR 531.606, locality rates of pay approved by the President (or designee) for employees in a category of positions described in 5 U.S.C. 5304(h)(1)(D) may not exceed the rate for level IV of the Executive Schedule (**\$160,300** in 2016).