

**SALARY TABLE 2016-COL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.41%**  
**FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH**  
**TOTAL INCREASE: 1.22%**  
**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	\$ 10.32	\$ 10.66	\$ 11.01	\$ 11.35	\$ 11.69	\$ 11.89	\$ 12.23	\$ 12.57	\$ 12.59	\$ 12.91
	O	15.48	15.99	16.52	17.03	17.54	17.84	18.35	18.86	18.89	19.37
2	B	11.60	11.88	12.26	12.59	12.73	13.11	13.48	13.85	14.23	14.60
	O	17.40	17.82	18.39	18.89	19.10	19.67	20.22	20.78	21.35	21.90
3	B	12.66	13.08	13.50	13.92	14.35	14.77	15.19	15.61	16.03	16.46
	O	18.99	19.62	20.25	20.88	21.53	22.16	22.79	23.42	24.05	24.69
4	B	14.21	14.69	15.16	15.63	16.11	16.58	17.05	17.53	18.00	18.47
	O	21.32	22.04	22.74	23.45	24.17	24.87	25.58	26.30	27.00	27.71
5	B	15.90	16.43	16.96	17.49	18.02	18.55	19.08	19.61	20.14	20.67
	O	23.85	24.65	25.44	26.24	27.03	27.83	28.62	29.42	30.21	31.01
6	B	17.72	18.31	18.90	19.50	20.09	20.68	21.27	21.86	22.45	23.04
	O	26.58	27.47	28.35	29.25	30.14	31.02	31.91	32.79	33.68	34.56
7	B	19.70	20.35	21.01	21.67	22.32	22.98	23.63	24.29	24.95	25.60
	O	29.55	30.53	31.52	32.51	33.48	34.47	35.45	36.44	37.43	38.40
8	B	21.81	22.54	23.27	23.99	24.72	25.45	26.17	26.90	27.63	28.35
	O	32.72	33.81	34.91	35.99	37.08	38.18	39.26	39.80	39.80	39.80
9	B	24.09	24.89	25.70	26.50	27.30	28.11	28.91	29.71	30.51	31.32
	O	36.14	37.34	38.55	39.75	39.80	39.80	39.80	39.80	39.80	39.80
10	B	26.53	27.41	28.30	29.18	30.07	30.95	31.84	32.72	33.61	34.49
	O	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80
11	B	29.15	30.12	31.09	32.06	33.03	34.01	34.98	35.95	36.92	37.89
	O	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80	39.80
12	B	34.94	36.10	37.27	38.43	39.59	40.76	41.92	43.09	44.25	45.42
	O	39.80	39.80	39.80	39.80	39.80	40.76	41.92	43.09	44.25	45.42
13	B	41.54	42.93	44.31	45.70	47.08	48.47	49.85	51.24	52.62	54.01
	O	41.54	42.93	44.31	45.70	47.08	48.47	49.85	51.24	52.62	54.01
14	B	49.09	50.73	52.37	54.00	55.64	57.28	58.91	60.55	62.18	63.82
	O	49.09	50.73	52.37	54.00	55.64	57.28	58.91	60.55	62.18	63.82
15	B	57.75	59.67	61.60	63.52	65.45	67.37	69.30	71.22	73.15	75.07
	O	57.75	59.67	61.60	63.52	65.45	67.37	69.30	71.22	73.15	75.07

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/>