

**SALARY TABLE 2016-CLE**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.87%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH**  
**TOTAL INCREASE: 1.16%**  
**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	\$ 10.45	\$ 10.80	\$ 11.14	\$ 11.49	\$ 11.84	\$ 12.04	\$ 12.38	\$ 12.73	\$ 12.74	\$ 13.07
	O	15.68	16.20	16.71	17.24	17.76	18.06	18.57	19.10	19.11	19.61
2	B	11.75	12.03	12.41	12.74	12.89	13.27	13.65	14.03	14.41	14.79
	O	17.63	18.05	18.62	19.11	19.34	19.91	20.48	21.05	21.62	22.19
3	B	12.82	13.24	13.67	14.10	14.53	14.95	15.38	15.81	16.23	16.66
	O	19.23	19.86	20.51	21.15	21.80	22.43	23.07	23.72	24.35	24.99
4	B	14.39	14.87	15.35	15.83	16.31	16.79	17.27	17.75	18.22	18.70
	O	21.59	22.31	23.03	23.75	24.47	25.19	25.91	26.63	27.33	28.05
5	B	16.10	16.63	17.17	17.71	18.24	18.78	19.32	19.85	20.39	20.93
	O	24.15	24.95	25.76	26.57	27.36	28.17	28.98	29.78	30.59	31.40
6	B	17.94	18.54	19.14	19.74	20.34	20.93	21.53	22.13	22.73	23.33
	O	26.91	27.81	28.71	29.61	30.51	31.40	32.30	33.20	34.10	35.00
7	B	19.94	20.60	21.27	21.93	22.60	23.26	23.93	24.59	25.26	25.92
	O	29.91	30.90	31.91	32.90	33.90	34.89	35.90	36.89	37.89	38.88
8	B	22.08	22.82	23.55	24.29	25.03	25.76	26.50	27.23	27.97	28.71
	O	33.12	34.23	35.33	36.44	37.55	38.64	39.75	40.29	40.29	40.29
9	B	24.39	25.20	26.02	26.83	27.64	28.45	29.27	30.08	30.89	31.71
	O	36.59	37.80	39.03	40.25	40.29	40.29	40.29	40.29	40.29	40.29
10	B	26.86	27.76	28.65	29.55	30.44	31.34	32.23	33.13	34.02	34.92
	O	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29
11	B	29.51	30.49	31.48	32.46	33.44	34.43	35.41	36.40	37.38	38.36
	O	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29
12	B	35.37	36.55	37.73	38.91	40.09	41.27	42.45	43.62	44.80	45.98
	O	40.29	40.29	40.29	40.29	40.29	41.27	42.45	43.62	44.80	45.98
13	B	42.06	43.46	44.87	46.27	47.67	49.07	50.47	51.88	53.28	54.68
	O	42.06	43.46	44.87	46.27	47.67	49.07	50.47	51.88	53.28	54.68
14	B	49.70	51.36	53.02	54.67	56.33	57.99	59.64	61.30	62.96	64.61
	O	49.70	51.36	53.02	54.67	56.33	57.99	59.64	61.30	62.96	64.61
15	B	58.46	60.41	62.36	64.31	66.26	68.21	70.16	72.11	74.06	76.01
	O	58.46	60.41	62.36	64.31	66.26	68.21	70.16	72.11	74.06	76.01

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/>