

**SALARY TABLE 2016-COL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**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   | 15.19    | 15.61    | 16.03    | 16.46    | 16.88    | 17.30    | 17.72    | 18.14    | 18.57    | 18.99    |
|       | O   | 22.79    | 23.42    | 24.05    | 24.69    | 25.32    | 25.95    | 26.58    | 27.21    | 27.86    | 28.49    |
| 4     | B   | 17.05    | 17.53    | 18.00    | 18.47    | 18.95    | 19.42    | 19.90    | 20.37    | 20.84    | 21.32    |
|       | O   | 25.58    | 26.30    | 27.00    | 27.71    | 28.43    | 29.13    | 29.85    | 30.56    | 31.26    | 31.98    |
| 5     | B   | 19.61    | 20.14    | 20.67    | 21.20    | 21.73    | 22.26    | 22.79    | 23.32    | 23.85    | 24.38    |
|       | O   | 29.42    | 30.21    | 31.01    | 31.80    | 32.60    | 33.39    | 34.19    | 34.98    | 35.78    | 36.57    |
| 6     | B   | 20.68    | 21.27    | 21.86    | 22.45    | 23.04    | 23.63    | 24.22    | 24.81    | 25.40    | 25.99    |
|       | O   | 31.02    | 31.91    | 32.79    | 33.68    | 34.56    | 35.45    | 36.33    | 37.22    | 38.10    | 38.99    |
| 7     | B   | 22.32    | 22.98    | 23.63    | 24.29    | 24.95    | 25.60    | 26.26    | 26.92    | 27.57    | 28.23    |
|       | O   | 33.48    | 34.47    | 35.45    | 36.44    | 37.43    | 38.40    | 39.39    | 40.38    | 41.12    | 41.12    |
| 8     | B   | 23.27    | 23.99    | 24.72    | 25.45    | 26.17    | 26.90    | 27.63    | 28.35    | 29.08    | 29.81    |
|       | O   | 34.91    | 35.99    | 37.08    | 38.18    | 39.26    | 40.35    | 41.12    | 41.12    | 41.12    | 41.12    |
| 9     | B   | 24.89    | 25.70    | 26.50    | 27.30    | 28.11    | 28.91    | 29.71    | 30.51    | 31.32    | 32.12    |
|       | O   | 37.34    | 38.55    | 39.75    | 40.95    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    |
| 10    | B   | 27.41    | 28.30    | 29.18    | 30.07    | 30.95    | 31.84    | 32.72    | 33.61    | 34.49    | 35.37    |
|       | O   | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    |
| 11    | B   | 29.15    | 30.12    | 31.09    | 32.06    | 33.03    | 34.01    | 34.98    | 35.95    | 36.92    | 37.89    |
|       | O   | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    |
| 12    | B   | 34.94    | 36.10    | 37.27    | 38.43    | 39.59    | 40.76    | 41.92    | 43.09    | 44.25    | 45.42    |
|       | O   | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 41.12    | 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    |

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