

**SALARY TABLE 2016-CT (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.44%**  
**FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC**  
**TOTAL INCREASE: 1.25%**  
**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	\$ 10.06	\$ 10.39	\$ 10.73	\$ 11.06	\$ 11.40	\$ 11.59	\$ 11.92	\$ 12.26	\$ 12.27	\$ 12.58
	O	15.09	15.59	16.10	16.59	17.10	17.39	17.88	18.39	18.41	18.87
2	B	11.31	11.58	11.95	12.27	12.41	12.77	13.14	13.50	13.87	14.23
	O	16.97	17.37	17.93	18.41	18.62	19.16	19.71	20.25	20.81	21.35
3	B	14.81	15.22	15.63	16.04	16.45	16.86	17.27	17.69	18.10	18.51
	O	22.22	22.83	23.45	24.06	24.68	25.29	25.91	26.54	27.15	27.77
4	B	16.62	17.08	17.55	18.01	18.47	18.93	19.39	19.85	20.32	20.78
	O	24.93	25.62	26.33	27.02	27.71	28.40	29.09	29.78	30.48	31.17
5	B	19.11	19.63	20.15	20.66	21.18	21.70	22.21	22.73	23.25	23.76
	O	28.67	29.45	30.23	30.99	31.77	32.55	33.32	34.10	34.88	35.64
6	B	20.15	20.73	21.31	21.88	22.46	23.03	23.61	24.18	24.76	25.34
	O	30.23	31.10	31.97	32.82	33.69	34.55	35.42	36.27	37.14	38.01
7	B	21.76	22.40	23.04	23.68	24.32	24.96	25.60	26.24	26.88	27.52
	O	32.64	33.60	34.56	35.52	36.48	37.44	38.40	39.36	40.08	40.08
8	B	22.68	23.39	24.09	24.80	25.51	26.22	26.93	27.64	28.34	29.05
	O	34.02	35.09	36.14	37.20	38.27	39.33	40.08	40.08	40.08	40.08
9	B	24.26	25.05	25.83	26.61	27.39	28.18	28.96	29.74	30.52	31.31
	O	36.39	37.58	38.75	39.92	40.08	40.08	40.08	40.08	40.08	40.08
10	B	26.72	27.58	28.45	29.31	30.17	31.03	31.89	32.76	33.62	34.48
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08
11	B	28.41	29.36	30.30	31.25	32.20	33.15	34.09	35.04	35.99	36.93
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08	40.08
12	B	34.05	35.19	36.32	37.46	38.59	39.73	40.86	42.00	43.13	44.27
	O	40.08	40.08	40.08	40.08	40.08	40.08	40.86	42.00	43.13	44.27
13	B	40.49	41.84	43.19	44.54	45.89	47.24	48.59	49.94	51.29	52.64
	O	40.49	41.84	43.19	44.54	45.89	47.24	48.59	49.94	51.29	52.64
14	B	47.85	49.45	51.04	52.64	54.23	55.83	57.42	59.02	60.61	62.21
	O	47.85	49.45	51.04	52.64	54.23	55.83	57.42	59.02	60.61	62.21
15	B	56.29	58.16	60.04	61.91	63.79	65.67	67.54	69.42	71.30	73.17
	O	56.29	58.16	60.04	61.91	63.79	65.67	67.54	69.42	71.30	73.17

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/>