

**SALARY TABLE 2016-CT**  
**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	12.34	12.75	13.16	13.57	13.98	14.40	14.81	15.22	15.63	16.04
	O	18.51	19.13	19.74	20.36	20.97	21.60	22.22	22.83	23.45	24.06
4	B	13.85	14.31	14.78	15.24	15.70	16.16	16.62	17.08	17.55	18.01
	O	20.78	21.47	22.17	22.86	23.55	24.24	24.93	25.62	26.33	27.02
5	B	15.50	16.01	16.53	17.05	17.56	18.08	18.60	19.11	19.63	20.15
	O	23.25	24.02	24.80	25.58	26.34	27.12	27.90	28.67	29.45	30.23
6	B	17.28	17.85	18.43	19.00	19.58	20.15	20.73	21.31	21.88	22.46
	O	25.92	26.78	27.65	28.50	29.37	30.23	31.10	31.97	32.82	33.69
7	B	19.20	19.84	20.48	21.12	21.76	22.40	23.04	23.68	24.32	24.96
	O	28.80	29.76	30.72	31.68	32.64	33.60	34.56	35.52	36.48	37.44
8	B	21.26	21.97	22.68	23.39	24.09	24.80	25.51	26.22	26.93	27.64
	O	31.89	32.96	34.02	35.09	36.14	37.20	38.27	38.79	38.79	38.79
9	B	23.48	24.26	25.05	25.83	26.61	27.39	28.18	28.96	29.74	30.52
	O	35.22	36.39	37.58	38.75	38.79	38.79	38.79	38.79	38.79	38.79
10	B	25.86	26.72	27.58	28.45	29.31	30.17	31.03	31.89	32.76	33.62
	O	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79
11	B	28.41	29.36	30.30	31.25	32.20	33.15	34.09	35.04	35.99	36.93
	O	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79	38.79
12	B	34.05	35.19	36.32	37.46	38.59	39.73	40.86	42.00	43.13	44.27
	O	38.79	38.79	38.79	38.79	38.79	39.73	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

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/>