

**SALARY TABLE 2016-IND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.92%**  
**FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN**  
**TOTAL INCREASE: 1.21%**  
**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	\$ 10.10	\$ 10.44	\$ 10.77	\$ 11.11	\$ 11.44	\$ 11.64	\$ 11.97	\$ 12.31	\$ 12.32	\$ 12.63
	O	15.15	15.66	16.16	16.67	17.16	17.46	17.96	18.47	18.48	18.95
2	B	11.36	11.63	12.00	12.32	12.46	12.83	13.19	13.56	13.93	14.29
	O	17.04	17.45	18.00	18.48	18.69	19.25	19.79	20.34	20.90	21.44
3	B	12.39	12.80	13.22	13.63	14.04	14.46	14.87	15.28	15.69	16.11
	O	18.59	19.20	19.83	20.45	21.06	21.69	22.31	22.92	23.54	24.17
4	B	13.91	14.37	14.84	15.30	15.76	16.23	16.69	17.16	17.62	18.08
	O	20.87	21.56	22.26	22.95	23.64	24.35	25.04	25.74	26.43	27.12
5	B	15.56	16.08	16.60	17.12	17.64	18.16	18.67	19.19	19.71	20.23
	O	23.34	24.12	24.90	25.68	26.46	27.24	28.01	28.79	29.57	30.35
6	B	17.35	17.93	18.50	19.08	19.66	20.24	20.82	21.39	21.97	22.55
	O	26.03	26.90	27.75	28.62	29.49	30.36	31.23	32.09	32.96	33.83
7	B	19.28	19.92	20.56	21.21	21.85	22.49	23.13	23.78	24.42	25.06
	O	28.92	29.88	30.84	31.82	32.78	33.74	34.70	35.67	36.63	37.59
8	B	21.35	22.06	22.77	23.48	24.20	24.91	25.62	26.33	27.04	27.75
	O	32.03	33.09	34.16	35.22	36.30	37.37	38.43	38.96	38.96	38.96
9	B	23.58	24.37	25.15	25.94	26.72	27.51	28.30	29.08	29.87	30.65
	O	35.37	36.56	37.73	38.91	38.96	38.96	38.96	38.96	38.96	38.96
10	B	25.97	26.83	27.70	28.56	29.43	30.30	31.16	32.03	32.89	33.76
	O	38.96	38.96	38.96	38.96	38.96	38.96	38.96	38.96	38.96	38.96
11	B	28.53	29.48	30.43	31.38	32.33	33.28	34.24	35.19	36.14	37.09
	O	38.96	38.96	38.96	38.96	38.96	38.96	38.96	38.96	38.96	38.96
12	B	34.20	35.34	36.48	37.62	38.76	39.90	41.03	42.17	43.31	44.45
	O	38.96	38.96	38.96	38.96	38.96	39.90	41.03	42.17	43.31	44.45
13	B	40.66	42.02	43.37	44.73	46.09	47.44	48.80	50.15	51.51	52.86
	O	40.66	42.02	43.37	44.73	46.09	47.44	48.80	50.15	51.51	52.86
14	B	48.05	49.65	51.25	52.86	54.46	56.06	57.66	59.26	60.87	62.47
	O	48.05	49.65	51.25	52.86	54.46	56.06	57.66	59.26	60.87	62.47
15	B	56.52	58.41	60.29	62.17	64.06	65.94	67.83	69.71	71.60	73.48
	O	56.52	58.41	60.29	62.17	64.06	65.94	67.83	69.71	71.60	73.48

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/>