

**SALARY TABLE 2018-CT (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.21%**  
**FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC**  
**TOTAL INCREASE: 1.89%**  
**EFFECTIVE JANUARY 2018**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees 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	\$ 10.46	\$ 10.81	\$ 11.16	\$ 11.50	\$ 11.85	\$ 12.06	\$ 12.40	\$ 12.75	\$ 12.76	\$ 13.09
	O	15.69	16.22	16.74	17.25	17.78	18.09	18.60	19.13	19.14	19.64
2	B	11.76	12.04	12.43	12.76	12.90	13.28	13.66	14.04	14.42	14.80
	O	17.64	18.06	18.65	19.14	19.35	19.92	20.49	21.06	21.63	22.20
3	B	15.40	15.83	16.25	16.68	17.11	17.54	17.96	18.39	18.82	19.25
	O	23.10	23.75	24.38	25.02	25.67	26.31	26.94	27.59	28.23	28.88
4	B	17.29	17.77	18.25	18.73	19.21	19.69	20.17	20.65	21.13	21.61
	O	25.94	26.66	27.38	28.10	28.82	29.54	30.26	30.98	31.70	32.42
5	B	19.88	20.42	20.95	21.49	22.03	22.57	23.10	23.64	24.18	24.71
	O	29.82	30.63	31.43	32.24	33.05	33.86	34.65	35.46	36.27	37.07
6	B	20.96	21.56	22.16	22.75	23.35	23.95	24.55	25.15	25.75	26.35
	O	31.44	32.34	33.24	34.13	35.03	35.93	36.83	37.73	38.63	39.53
7	B	22.63	23.29	23.96	24.62	25.29	25.95	26.62	27.28	27.95	28.61
	O	33.95	34.94	35.94	36.93	37.94	38.93	39.93	40.92	41.69	41.69
8	B	23.58	24.32	25.06	25.80	26.53	27.27	28.01	28.75	29.48	30.22
	O	35.37	36.48	37.59	38.70	39.80	40.91	41.69	41.69	41.69	41.69
9	B	25.23	26.05	26.86	27.68	28.49	29.31	30.12	30.93	31.75	32.56
	O	37.85	39.08	40.29	41.52	41.69	41.69	41.69	41.69	41.69	41.69
10	B	27.79	28.69	29.58	30.48	31.38	32.27	33.17	34.07	34.96	35.86
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
11	B	29.55	30.53	31.52	32.50	33.49	34.47	35.46	36.44	37.43	38.41
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
12	B	35.41	36.59	37.78	38.96	40.14	41.32	42.50	43.68	44.86	46.04
	O	41.69	41.69	41.69	41.69	41.69	41.69	42.50	43.68	44.86	46.04
13	B	42.11	43.52	44.92	46.32	47.73	49.13	50.53	51.94	53.34	54.75
	O	42.11	43.52	44.92	46.32	47.73	49.13	50.53	51.94	53.34	54.75
14	B	49.76	51.42	53.08	54.74	56.40	58.06	59.72	61.38	63.03	64.69
	O	49.76	51.42	53.08	54.74	56.40	58.06	59.72	61.38	63.03	64.69
15	B	58.54	60.49	62.44	64.39	66.34	68.29	70.24	72.19	74.14	76.10
	O	58.54	60.49	62.44	64.39	66.34	68.29	70.24	72.19	74.14	76.10

NOTE: Locality rates for "law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2018 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>