

**SALARY TABLE 2019-CT**  
**INCORPORATING A LOCALITY PAYMENT OF 16.21%**  
**FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC**  
**APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019**  
**EFFECTIVE JANUARY 2019**

*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	12.83	13.26	13.69	14.11	14.54	14.97	15.40	15.83	16.25	16.68
	O	19.25	19.89	20.54	21.17	21.81	22.46	23.10	23.75	24.38	25.02
4	B	14.41	14.89	15.37	15.85	16.33	16.81	17.29	17.77	18.25	18.73
	O	21.62	22.34	23.06	23.78	24.50	25.22	25.94	26.66	27.38	28.10
5	B	16.12	16.65	17.19	17.73	18.27	18.80	19.34	19.88	20.42	20.95
	O	24.18	24.98	25.79	26.60	27.41	28.20	29.01	29.82	30.63	31.43
6	B	17.97	18.56	19.16	19.76	20.36	20.96	21.56	22.16	22.75	23.35
	O	26.96	27.84	28.74	29.64	30.54	31.44	32.34	33.24	34.13	35.03
7	B	19.96	20.63	21.30	21.96	22.63	23.29	23.96	24.62	25.29	25.95
	O	29.94	30.95	31.95	32.94	33.95	34.94	35.94	36.93	37.94	38.93
8	B	22.11	22.85	23.58	24.32	25.06	25.80	26.53	27.27	28.01	28.75
	O	33.17	34.28	35.37	36.48	37.59	38.70	39.80	40.34	40.34	40.34
9	B	24.42	25.23	26.05	26.86	27.68	28.49	29.31	30.12	30.93	31.75
	O	36.63	37.85	39.08	40.29	40.34	40.34	40.34	40.34	40.34	40.34
10	B	26.89	27.79	28.69	29.58	30.48	31.38	32.27	33.17	34.07	34.96
	O	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34
11	B	29.55	30.53	31.52	32.50	33.49	34.47	35.46	36.44	37.43	38.41
	O	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34
12	B	35.41	36.59	37.78	38.96	40.14	41.32	42.50	43.68	44.86	46.04
	O	40.34	40.34	40.34	40.34	40.34	41.32	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

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>