

**SALARY TABLE 2018-COL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.97%**  
**FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH**  
**TOTAL INCREASE: 1.81%**  
**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	\$ 10.71	\$ 11.07	\$ 11.42	\$ 11.78	\$ 12.13	\$ 12.34	\$ 12.69	\$ 13.05	\$ 13.06	\$ 13.40
	O	16.07	16.61	17.13	17.67	18.20	18.51	19.04	19.58	19.59	20.10
2	B	12.04	12.33	12.73	13.06	13.21	13.60	13.99	14.38	14.77	15.15
	O	18.06	18.50	19.10	19.59	19.82	20.40	20.99	21.57	22.16	22.73
3	B	15.76	16.20	16.64	17.08	17.52	17.95	18.39	18.83	19.27	19.70
	O	23.64	24.30	24.96	25.62	26.28	26.93	27.59	28.25	28.91	29.55
4	B	17.70	18.19	18.68	19.17	19.66	20.15	20.64	21.14	21.63	22.12
	O	26.55	27.29	28.02	28.76	29.49	30.23	30.96	31.71	32.45	33.18
5	B	20.35	20.90	21.45	22.00	22.55	23.10	23.65	24.20	24.75	25.30
	O	30.53	31.35	32.18	33.00	33.83	34.65	35.48	36.30	37.13	37.95
6	B	21.46	22.07	22.68	23.29	23.91	24.52	25.13	25.75	26.36	26.97
	O	32.19	33.11	34.02	34.94	35.87	36.78	37.70	38.63	39.54	40.46
7	B	23.16	23.84	24.53	25.21	25.89	26.57	27.25	27.93	28.61	29.29
	O	34.74	35.76	36.80	37.82	38.84	39.86	40.88	41.90	42.68	42.68
8	B	24.14	24.90	25.65	26.41	27.16	27.92	28.67	29.43	30.18	30.94
	O	36.21	37.35	38.48	39.62	40.74	41.88	42.68	42.68	42.68	42.68
9	B	25.83	26.67	27.50	28.33	29.17	30.00	30.83	31.67	32.50	33.33
	O	38.75	40.01	41.25	42.50	42.68	42.68	42.68	42.68	42.68	42.68
10	B	28.45	29.37	30.29	31.20	32.12	33.04	33.96	34.87	35.79	36.71
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
11	B	30.25	31.26	32.26	33.27	34.28	35.29	36.30	37.31	38.32	39.32
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
12	B	36.26	37.46	38.67	39.88	41.09	42.30	43.51	44.71	45.92	47.13
	O	42.68	42.68	42.68	42.68	42.68	42.68	43.51	44.71	45.92	47.13
13	B	43.11	44.55	45.99	47.42	48.86	50.30	51.73	53.17	54.61	56.05
	O	43.11	44.55	45.99	47.42	48.86	50.30	51.73	53.17	54.61	56.05
14	B	50.95	52.64	54.34	56.04	57.74	59.44	61.13	62.83	64.53	66.23
	O	50.95	52.64	54.34	56.04	57.74	59.44	61.13	62.83	64.53	66.23
15	B	59.93	61.92	63.92	65.92	67.92	69.91	71.91	73.91	75.91	77.90
	O	59.93	61.92	63.92	65.92	67.92	69.91	71.91	73.91	75.91	77.90

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:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>