

**Salary Table 2024-CT (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 19.26%**  
**For the Locality Pay Area of Charlotte-Concord, NC-SC**  
**Total Increase: 5.26%**  
**Effective January 2024**

*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   | \$ 12.56 | \$ 12.99 | \$ 13.40 | \$ 13.82 | \$ 14.24 | \$ 14.48 | \$ 14.89 | \$ 15.31 | \$ 15.33 | \$ 15.72 |
|       | O   | 18.84    | 19.49    | 20.10    | 20.73    | 21.36    | 21.72    | 22.34    | 22.97    | 23.00    | 23.58    |
| 2     | B   | 14.13    | 14.46    | 14.93    | 15.33    | 15.50    | 15.96    | 16.41    | 16.87    | 17.32    | 17.78    |
|       | O   | 21.20    | 21.69    | 22.40    | 23.00    | 23.25    | 23.94    | 24.62    | 25.31    | 25.98    | 26.67    |
| 3     | B   | 18.50    | 19.01    | 19.52    | 20.04    | 20.55    | 21.07    | 21.58    | 22.09    | 22.61    | 23.12    |
|       | O   | 27.75    | 28.52    | 29.28    | 30.06    | 30.83    | 31.61    | 32.37    | 33.14    | 33.92    | 34.68    |
| 4     | B   | 20.76    | 21.34    | 21.92    | 22.49    | 23.07    | 23.65    | 24.22    | 24.80    | 25.38    | 25.95    |
|       | O   | 31.14    | 32.01    | 32.88    | 33.74    | 34.61    | 35.48    | 36.33    | 37.20    | 38.07    | 38.93    |
| 5     | B   | 23.88    | 24.52    | 25.17    | 25.81    | 26.46    | 27.10    | 27.75    | 28.39    | 29.04    | 29.68    |
|       | O   | 35.82    | 36.78    | 37.76    | 38.72    | 39.69    | 40.65    | 41.63    | 42.59    | 43.56    | 44.52    |
| 6     | B   | 25.18    | 25.90    | 26.62    | 27.34    | 28.06    | 28.77    | 29.49    | 30.21    | 30.93    | 31.65    |
|       | O   | 37.77    | 38.85    | 39.93    | 41.01    | 42.09    | 43.16    | 44.24    | 45.32    | 46.40    | 47.48    |
| 7     | B   | 27.18    | 27.98    | 28.78    | 29.58    | 30.38    | 31.18    | 31.98    | 32.78    | 33.57    | 34.37    |
|       | O   | 40.77    | 41.97    | 43.17    | 44.37    | 45.57    | 46.77    | 47.97    | 49.17    | 50.07    | 50.07    |
| 8     | B   | 28.33    | 29.21    | 30.10    | 30.98    | 31.87    | 32.75    | 33.64    | 34.52    | 35.41    | 36.29    |
|       | O   | 42.50    | 43.82    | 45.15    | 46.47    | 47.81    | 49.13    | 50.07    | 50.07    | 50.07    | 50.07    |
| 9     | B   | 30.31    | 31.29    | 32.27    | 33.24    | 34.22    | 35.20    | 36.18    | 37.16    | 38.13    | 39.11    |
|       | O   | 45.47    | 46.94    | 48.41    | 49.86    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    |
| 10    | B   | 33.38    | 34.46    | 35.53    | 36.61    | 37.69    | 38.76    | 39.84    | 40.92    | 41.99    | 43.07    |
|       | O   | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    |
| 11    | B   | 35.49    | 36.67    | 37.86    | 39.04    | 40.22    | 41.40    | 42.59    | 43.77    | 44.95    | 46.14    |
|       | O   | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    |
| 12    | B   | 42.54    | 43.96    | 45.37    | 46.79    | 48.21    | 49.63    | 51.05    | 52.46    | 53.88    | 55.30    |
|       | O   | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 50.07    | 51.05    | 52.46    | 53.88    | 55.30    |
| 13    | B   | 50.58    | 52.27    | 53.96    | 55.64    | 57.33    | 59.02    | 60.70    | 62.39    | 64.07    | 65.76    |
|       | O   | 50.58    | 52.27    | 53.96    | 55.64    | 57.33    | 59.02    | 60.70    | 62.39    | 64.07    | 65.76    |
| 14    | B   | 59.78    | 61.77    | 63.76    | 65.75    | 67.75    | 69.74    | 71.73    | 73.72    | 75.72    | 77.71    |
|       | O   | 59.78    | 61.77    | 63.76    | 65.75    | 67.75    | 69.74    | 71.73    | 73.72    | 75.72    | 77.71    |
| 15    | B   | 70.31    | 72.65    | 75.00    | 77.34    | 79.68    | 82.03    | 84.37    | 86.72    | 89.06    | 91.40    |
|       | O   | 70.31    | 72.65    | 75.00    | 77.34    | 79.68    | 82.03    | 84.37    | 86.72    | 89.06    | 91.40    |

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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>