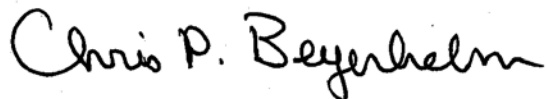


**For:** State and County Offices

**2016 County Office (CO) Pay Adjustment**

**Approved by:** Associate Administrator for Operations and Management



**1 Overview**

**A Background**

The President has signed an executive order to implement the January 2016 pay adjustments for an overall average pay increase of 1 percent. Under 5 U.S.C. 5304a, locality payments will be limited so that the total combined cost of the 1.0 percent across-the-board base pay increase and the varying locality pay increases will be 1.3 percent of basic payroll, consistent with the assumption in the 2016 budget.

**B Purpose**

This notice extends the general schedule rate increase to the CO pay plan for County Office employees for 2016, subject to the requirements of this notice.

**C Contact**

If there are questions about this notice, State Offices should contact either of the following:

- Yolanda Provost, HRD at 202-205-9282 for policy issues, or
- either of the following for processing issues:
  - Anthony Henderson, HRD at 202-205-3782, or
  - Debbie Lee, HRD at 816-823-3997.

<b>Disposal Date</b>	<b>Distribution</b>
April 1, 2016 11-30-15	State Offices; State Offices relay to County Offices

## Notice PM-2951

### 2 CO Pay Increase

#### A Effective Dates

The 2016 increase is effective January 1, 2016, and will be reflected in salary payments issued for the official pay period 1, ending January 23, 2016, for CO and GS employees.

#### B Pay Charts

Since the GS 2016 salary table rates are extended to CO employees, separate CO salary tables will **not** be issued. Salary tables for 2016 are available on the Office of Personnel Management's web site at [www.opm.gov](http://www.opm.gov).

#### C Action

State Offices should make **every** effort to process the following before January 10, 2016:

- extensions,
- terminations, and
- appointment actions for all COC members.

**No** action is required by State or County Offices to process the annual pay adjustment.

NFC shall process annual pay adjustments for the following:

- all CO pay plan employees,
- COC members whose NTE date is January 10, 2016, or later, and
- temporary employees whose NTE date is January 10, 2016, or later.

If the NTE date is earlier than January 10, 2016, then State Offices are responsible for processing the following:

- the pay adjustment, and
- other action to extend or terminate.

State Offices are responsible for processing any annual adjustments that NFC is unable to process.