

**SALARY TABLE 2019-HAR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.87%**  
**FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA**  
**TOTAL INCREASE: 1.92%**  
**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	\$ 11.76	\$ 12.16	\$ 12.55	\$ 12.94	\$ 13.33	\$ 13.56	\$ 13.94	\$ 14.33	\$ 14.35	\$ 14.71
	O	17.64	18.24	18.83	19.41	20.00	20.34	20.91	21.50	21.53	22.07
2	B	13.22	13.54	13.98	14.35	14.51	14.94	15.36	15.79	16.22	16.64
	O	19.83	20.31	20.97	21.53	21.77	22.41	23.04	23.69	24.33	24.96
3	B	17.32	17.80	18.28	18.76	19.24	19.72	20.20	20.68	21.16	21.64
	O	25.98	26.70	27.42	28.14	28.86	29.58	30.30	31.02	31.74	32.46
4	B	19.44	19.98	20.52	21.06	21.60	22.14	22.67	23.21	23.75	24.29
	O	29.16	29.97	30.78	31.59	32.40	33.21	34.01	34.82	35.63	36.44
5	B	22.35	22.95	23.56	24.16	24.77	25.37	25.97	26.58	27.18	27.79
	O	33.53	34.43	35.34	36.24	37.16	38.06	38.96	39.87	40.77	41.69
6	B	23.57	24.24	24.92	25.59	26.26	26.94	27.61	28.29	28.96	29.63
	O	35.36	36.36	37.38	38.39	39.39	40.41	41.42	42.44	43.44	44.45
7	B	25.44	26.19	26.94	27.69	28.44	29.18	29.93	30.68	31.43	32.18
	O	38.16	39.29	40.41	41.54	42.66	43.77	44.90	46.02	46.88	46.88
8	B	26.52	27.35	28.18	29.01	29.83	30.66	31.49	32.32	33.15	33.98
	O	39.78	41.03	42.27	43.52	44.75	45.99	46.88	46.88	46.88	46.88
9	B	28.38	29.29	30.21	31.12	32.04	32.95	33.87	34.78	35.70	36.61
	O	42.57	43.94	45.32	46.68	46.88	46.88	46.88	46.88	46.88	46.88
10	B	31.25	32.26	33.26	34.27	35.28	36.29	37.29	38.30	39.31	40.32
	O	46.88	46.88	46.88	46.88	46.88	46.88	46.88	46.88	46.88	46.88
11	B	33.22	34.33	35.44	36.55	37.66	38.76	39.87	40.98	42.09	43.19
	O	46.88	46.88	46.88	46.88	46.88	46.88	46.88	46.88	46.88	46.88
12	B	39.82	41.15	42.48	43.80	45.13	46.46	47.79	49.11	50.44	51.77
	O	46.88	46.88	46.88	46.88	46.88	46.88	47.79	49.11	50.44	51.77
13	B	47.35	48.93	50.51	52.09	53.67	55.24	56.82	58.40	59.98	61.56
	O	47.35	48.93	50.51	52.09	53.67	55.24	56.82	58.40	59.98	61.56
14	B	55.96	57.82	59.69	61.55	63.42	65.28	67.15	69.02	70.88	72.75
	O	55.96	57.82	59.69	61.55	63.42	65.28	67.15	69.02	70.88	72.75
15	B	65.82	68.02	70.21	72.40	74.60	76.79	78.98	79.78	79.78	79.78
	O	65.82	68.02	70.21	72.40	74.60	76.79	78.98	79.78	79.78	79.78

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>