

SALARY TABLE 2019-SD (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.80%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA
TOTAL INCREASE: 2.13%
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	\$ 12.15	\$ 12.54	\$ 12.93	\$ 13.32	\$ 13.55	\$ 13.93	\$ 14.32	\$ 14.34	\$ 14.70
	O	17.64	18.23	18.81	19.40	19.98	20.33	20.90	21.48	21.51	22.05
2	B	13.22	13.53	13.97	14.34	14.50	14.93	15.35	15.78	16.21	16.63
	O	19.83	20.30	20.96	21.51	21.75	22.40	23.03	23.67	24.32	24.95
3	B	17.31	17.79	18.27	18.75	19.23	19.71	20.19	20.67	21.15	21.63
	O	25.97	26.69	27.41	28.13	28.85	29.57	30.29	31.01	31.73	32.45
4	B	19.43	19.97	20.51	21.04	21.58	22.12	22.66	23.20	23.74	24.28
	O	29.15	29.96	30.77	31.56	32.37	33.18	33.99	34.80	35.61	36.42
5	B	22.34	22.94	23.55	24.15	24.75	25.36	25.96	26.56	27.17	27.77
	O	33.51	34.41	35.33	36.23	37.13	38.04	38.94	39.84	40.76	41.66
6	B	23.56	24.23	24.90	25.58	26.25	26.92	27.60	28.27	28.94	29.62
	O	35.34	36.35	37.35	38.37	39.38	40.38	41.40	42.41	43.41	44.43
7	B	25.43	26.18	26.93	27.67	28.42	29.17	29.92	30.67	31.41	32.16
	O	38.15	39.27	40.40	41.51	42.63	43.76	44.88	46.01	46.85	46.85
8	B	26.51	27.33	28.16	28.99	29.82	30.65	31.47	32.30	33.13	33.96
	O	39.77	41.00	42.24	43.49	44.73	45.98	46.85	46.85	46.85	46.85
9	B	28.36	29.27	30.19	31.10	32.02	32.93	33.85	34.76	35.68	36.59
	O	42.54	43.91	45.29	46.65	46.85	46.85	46.85	46.85	46.85	46.85
10	B	31.23	32.24	33.25	34.25	35.26	36.27	37.27	38.28	39.29	40.30
	O	46.85	46.85	46.85	46.85	46.85	46.85	46.85	46.85	46.85	46.85
11	B	33.21	34.31	35.42	36.53	37.63	38.74	39.85	40.96	42.06	43.17
	O	46.85	46.85	46.85	46.85	46.85	46.85	46.85	46.85	46.85	46.85
12	B	39.80	41.13	42.45	43.78	45.11	46.43	47.76	49.09	50.42	51.74
	O	46.85	46.85	46.85	46.85	46.85	46.85	47.76	49.09	50.42	51.74
13	B	47.33	48.91	50.48	52.06	53.64	55.21	56.79	58.37	59.95	61.52
	O	47.33	48.91	50.48	52.06	53.64	55.21	56.79	58.37	59.95	61.52
14	B	55.93	57.79	59.66	61.52	63.38	65.25	67.11	68.98	70.84	72.71
	O	55.93	57.79	59.66	61.52	63.38	65.25	67.11	68.98	70.84	72.71
15	B	65.79	67.98	70.17	72.36	74.56	76.75	78.94	79.78	79.78	79.78
	O	65.79	67.98	70.17	72.36	74.56	76.75	78.94	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/>