

**SALARY TABLE 2019-AQ (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.20%**  
**FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM**  
**TOTAL INCREASE: 1.79%**  
**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	\$ 10.61	\$ 10.96	\$ 11.31	\$ 11.66	\$ 12.02	\$ 12.22	\$ 12.57	\$ 12.92	\$ 12.94	\$ 13.27
	O	15.92	16.44	16.97	17.49	18.03	18.33	18.86	19.38	19.41	19.91
2	B	11.92	12.21	12.60	12.94	13.08	13.47	13.85	14.24	14.62	15.01
	O	17.88	18.32	18.90	19.41	19.62	20.21	20.78	21.36	21.93	22.52
3	B	15.61	16.05	16.48	16.91	17.35	17.78	18.22	18.65	19.08	19.52
	O	23.42	24.08	24.72	25.37	26.03	26.67	27.33	27.98	28.62	29.28
4	B	17.53	18.01	18.50	18.99	19.47	19.96	20.45	20.93	21.42	21.91
	O	26.30	27.02	27.75	28.49	29.21	29.94	30.68	31.40	32.13	32.87
5	B	20.15	20.70	21.24	21.79	22.33	22.88	23.42	23.97	24.51	25.05
	O	30.23	31.05	31.86	32.69	33.50	34.32	35.13	35.96	36.77	37.58
6	B	21.25	21.86	22.47	23.08	23.68	24.29	24.90	25.51	26.11	26.72
	O	31.88	32.79	33.71	34.62	35.52	36.44	37.35	38.27	39.17	40.08
7	B	22.94	23.62	24.29	24.97	25.64	26.32	26.99	27.67	28.34	29.01
	O	34.41	35.43	36.44	37.46	38.46	39.48	40.49	41.51	42.27	42.27
8	B	23.91	24.66	25.41	26.15	26.90	27.65	28.40	29.14	29.89	30.64
	O	35.87	36.99	38.12	39.23	40.35	41.48	42.27	42.27	42.27	42.27
9	B	25.59	26.41	27.24	28.06	28.89	29.71	30.54	31.36	32.19	33.01
	O	38.39	39.62	40.86	42.09	42.27	42.27	42.27	42.27	42.27	42.27
10	B	28.18	29.08	29.99	30.90	31.81	32.72	33.63	34.54	35.45	36.35
	O	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27
11	B	29.96	30.96	31.96	32.95	33.95	34.95	35.95	36.95	37.95	38.95
	O	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27
12	B	35.91	37.10	38.30	39.50	40.70	41.89	43.09	44.29	45.48	46.68
	O	42.27	42.27	42.27	42.27	42.27	42.27	43.09	44.29	45.48	46.68
13	B	42.70	44.12	45.54	46.97	48.39	49.81	51.24	52.66	54.08	55.51
	O	42.70	44.12	45.54	46.97	48.39	49.81	51.24	52.66	54.08	55.51
14	B	50.46	52.14	53.82	55.50	57.18	58.87	60.55	62.23	63.91	65.59
	O	50.46	52.14	53.82	55.50	57.18	58.87	60.55	62.23	63.91	65.59
15	B	59.35	61.33	63.31	65.28	67.26	69.24	71.22	73.20	75.18	77.15
	O	59.35	61.33	63.31	65.28	67.26	69.24	71.22	73.20	75.18	77.15

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/>