

**SALARY TABLE 2019-LR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.22%**  
**FOR THE LOCALITY PAY AREA OF LAREDO, TX**  
**TOTAL INCREASE: 2.11%**  
**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	\$ 10.79	\$ 11.15	\$ 11.51	\$ 11.87	\$ 12.23	\$ 12.44	\$ 12.79	\$ 13.15	\$ 13.16	\$ 13.50
	O	16.19	16.73	17.27	17.81	18.35	18.66	19.19	19.73	19.74	20.25
2	B	12.13	12.42	12.82	13.16	13.31	13.70	14.09	14.48	14.88	15.27
	O	18.20	18.63	19.23	19.74	19.97	20.55	21.14	21.72	22.32	22.91
3	B	15.88	16.33	16.77	17.21	17.65	18.09	18.53	18.97	19.41	19.86
	O	23.82	24.50	25.16	25.82	26.48	27.14	27.80	28.46	29.12	29.79
4	B	17.83	18.33	18.82	19.32	19.81	20.31	20.80	21.30	21.79	22.29
	O	26.75	27.50	28.23	28.98	29.72	30.47	31.20	31.95	32.69	33.44
5	B	20.50	21.06	21.61	22.17	22.72	23.27	23.83	24.38	24.94	25.49
	O	30.75	31.59	32.42	33.26	34.08	34.91	35.75	36.57	37.41	38.24
6	B	21.62	22.24	22.86	23.48	24.09	24.71	25.33	25.95	26.57	27.18
	O	32.43	33.36	34.29	35.22	36.14	37.07	38.00	38.93	39.86	40.77
7	B	23.34	24.03	24.71	25.40	26.09	26.77	27.46	28.15	28.83	29.52
	O	35.01	36.05	37.07	38.10	39.14	40.16	41.19	42.23	43.01	43.01
8	B	24.33	25.09	25.85	26.61	27.37	28.13	28.89	29.65	30.41	31.17
	O	36.50	37.64	38.78	39.92	41.06	42.20	43.01	43.01	43.01	43.01
9	B	26.03	26.87	27.71	28.55	29.39	30.23	31.07	31.91	32.75	33.59
	O	39.05	40.31	41.57	42.83	43.01	43.01	43.01	43.01	43.01	43.01
10	B	28.67	29.59	30.51	31.44	32.36	33.29	34.21	35.14	36.06	36.99
	O	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01
11	B	30.48	31.49	32.51	33.53	34.54	35.56	36.58	37.59	38.61	39.62
	O	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01
12	B	36.53	37.75	38.97	40.18	41.40	42.62	43.84	45.06	46.27	47.49
	O	43.01	43.01	43.01	43.01	43.01	43.01	43.84	45.06	46.27	47.49
13	B	43.44	44.89	46.34	47.78	49.23	50.68	52.13	53.57	55.02	56.47
	O	43.44	44.89	46.34	47.78	49.23	50.68	52.13	53.57	55.02	56.47
14	B	51.33	53.04	54.76	56.47	58.18	59.89	61.60	63.31	65.02	66.73
	O	51.33	53.04	54.76	56.47	58.18	59.89	61.60	63.31	65.02	66.73
15	B	60.38	62.39	64.41	66.42	68.43	70.44	72.46	74.47	76.48	78.50
	O	60.38	62.39	64.41	66.42	68.43	70.44	72.46	74.47	76.48	78.50

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/>