

**SALARY TABLE 2019-LR**  
**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	13.24	13.68	14.12	14.56	15.00	15.44	15.88	16.33	16.77	17.21
	O	19.86	20.52	21.18	21.84	22.50	23.16	23.82	24.50	25.16	25.82
4	B	14.86	15.36	15.85	16.34	16.84	17.34	17.83	18.33	18.82	19.32
	O	22.29	23.04	23.78	24.51	25.26	26.01	26.75	27.50	28.23	28.98
5	B	16.63	17.18	17.73	18.29	18.84	19.40	19.95	20.50	21.06	21.61
	O	24.95	25.77	26.60	27.44	28.26	29.10	29.93	30.75	31.59	32.42
6	B	18.53	19.15	19.77	20.39	21.00	21.62	22.24	22.86	23.48	24.09
	O	27.80	28.73	29.66	30.59	31.50	32.43	33.36	34.29	35.22	36.14
7	B	20.59	21.28	21.97	22.65	23.34	24.03	24.71	25.40	26.09	26.77
	O	30.89	31.92	32.96	33.98	35.01	36.05	37.07	38.10	39.14	40.16
8	B	22.81	23.57	24.33	25.09	25.85	26.61	27.37	28.13	28.89	29.65
	O	34.22	35.36	36.50	37.64	38.78	39.92	41.06	41.61	41.61	41.61
9	B	25.19	26.03	26.87	27.71	28.55	29.39	30.23	31.07	31.91	32.75
	O	37.79	39.05	40.31	41.57	41.61	41.61	41.61	41.61	41.61	41.61
10	B	27.74	28.67	29.59	30.51	31.44	32.36	33.29	34.21	35.14	36.06
	O	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61
11	B	30.48	31.49	32.51	33.53	34.54	35.56	36.58	37.59	38.61	39.62
	O	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61
12	B	36.53	37.75	38.97	40.18	41.40	42.62	43.84	45.06	46.27	47.49
	O	41.61	41.61	41.61	41.61	41.61	42.62	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

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/>