

**SALARY TABLE 2019-GS  
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE  
EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   | WITHIN<br>GRADE<br>AMOUNTS |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------------------------|
| 1     | \$ 19,048 | \$ 19,686 | \$ 20,320 | \$ 20,949 | \$ 21,583 | \$ 21,953 | \$ 22,579 | \$ 23,211 | \$ 23,236 | \$ 23,827 | VARIES                     |
| 2     | 21,417    | 21,927    | 22,636    | 23,236    | 23,497    | 24,188    | 24,879    | 25,570    | 26,261    | 26,952    | VARIES                     |
| 3     | 23,368    | 24,147    | 24,926    | 25,705    | 26,484    | 27,263    | 28,042    | 28,821    | 29,600    | 30,379    | 779                        |
| 4     | 26,233    | 27,107    | 27,981    | 28,855    | 29,729    | 30,603    | 31,477    | 32,351    | 33,225    | 34,099    | 874                        |
| 5     | 29,350    | 30,328    | 31,306    | 32,284    | 33,262    | 34,240    | 35,218    | 36,196    | 37,174    | 38,152    | 978                        |
| 6     | 32,716    | 33,807    | 34,898    | 35,989    | 37,080    | 38,171    | 39,262    | 40,353    | 41,444    | 42,535    | 1,091                      |
| 7     | 36,356    | 37,568    | 38,780    | 39,992    | 41,204    | 42,416    | 43,628    | 44,840    | 46,052    | 47,264    | 1,212                      |
| 8     | 40,263    | 41,605    | 42,947    | 44,289    | 45,631    | 46,973    | 48,315    | 49,657    | 50,999    | 52,341    | 1,342                      |
| 9     | 44,471    | 45,953    | 47,435    | 48,917    | 50,399    | 51,881    | 53,363    | 54,845    | 56,327    | 57,809    | 1,482                      |
| 10    | 48,973    | 50,605    | 52,237    | 53,869    | 55,501    | 57,133    | 58,765    | 60,397    | 62,029    | 63,661    | 1,632                      |
| 11    | 53,805    | 55,599    | 57,393    | 59,187    | 60,981    | 62,775    | 64,569    | 66,363    | 68,157    | 69,951    | 1,794                      |
| 12    | 64,490    | 66,640    | 68,790    | 70,940    | 73,090    | 75,240    | 77,390    | 79,540    | 81,690    | 83,840    | 2,150                      |
| 13    | 76,687    | 79,243    | 81,799    | 84,355    | 86,911    | 89,467    | 92,023    | 94,579    | 97,135    | 99,691    | 2,556                      |
| 14    | 90,621    | 93,642    | 96,663    | 99,684    | 102,705   | 105,726   | 108,747   | 111,768   | 114,789   | 117,810   | 3,021                      |
| 15    | 106,595   | 110,148   | 113,701   | 117,254   | 120,807   | 124,360   | 127,913   | 131,466   | 135,019   | 138,572   | 3,553                      |

**SALARY TABLE 2019-AL**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.19%**  
**FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY-MA**  
**TOTAL INCREASE: 2.00%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,322 | \$ 23,070 | \$ 23,813 | \$ 24,550 | \$ 25,293 | \$ 25,727 | \$ 26,460 | \$ 27,201 | \$ 27,230 | \$ 27,923 |
| 2     | 25,099    | 25,696    | 26,527    | 27,230    | 27,536    | 28,346    | 29,156    | 29,965    | 30,775    | 31,585    |
| 3     | 27,385    | 28,298    | 29,211    | 30,124    | 31,037    | 31,950    | 32,862    | 33,775    | 34,688    | 35,601    |
| 4     | 30,742    | 31,767    | 32,791    | 33,815    | 34,839    | 35,864    | 36,888    | 37,912    | 38,936    | 39,961    |
| 5     | 34,395    | 35,541    | 36,688    | 37,834    | 38,980    | 40,126    | 41,272    | 42,418    | 43,564    | 44,710    |
| 6     | 38,340    | 39,618    | 40,897    | 42,176    | 43,454    | 44,733    | 46,011    | 47,290    | 48,568    | 49,847    |
| 7     | 42,606    | 44,026    | 45,446    | 46,867    | 48,287    | 49,707    | 51,128    | 52,548    | 53,968    | 55,389    |
| 8     | 47,184    | 48,757    | 50,330    | 51,902    | 53,475    | 55,048    | 56,620    | 58,193    | 59,766    | 61,338    |
| 9     | 52,116    | 53,852    | 55,589    | 57,326    | 59,063    | 60,799    | 62,536    | 64,273    | 66,010    | 67,746    |
| 10    | 57,391    | 59,304    | 61,217    | 63,129    | 65,042    | 66,954    | 68,867    | 70,779    | 72,692    | 74,604    |
| 11    | 63,054    | 65,156    | 67,259    | 69,361    | 71,464    | 73,566    | 75,668    | 77,771    | 79,873    | 81,976    |
| 12    | 75,576    | 78,095    | 80,615    | 83,135    | 85,654    | 88,174    | 90,693    | 93,213    | 95,733    | 98,252    |
| 13    | 89,869    | 92,865    | 95,860    | 98,856    | 101,851   | 104,846   | 107,842   | 110,837   | 113,833   | 116,828   |
| 14    | 106,199   | 109,739   | 113,279   | 116,820   | 120,360   | 123,900   | 127,441   | 130,981   | 134,521   | 138,062   |
| 15    | 124,919   | 129,082   | 133,246   | 137,410   | 141,574   | 145,737   | 149,901   | 154,065   | 158,229   | 162,393   |

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/>

**SALARY TABLE 2019-AQ**  
**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**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,134 | \$ 22,875 | \$ 23,612 | \$ 24,343 | \$ 25,079 | \$ 25,509 | \$ 26,237 | \$ 26,971 | \$ 27,000 | \$ 27,687 |
| 2     | 24,887    | 25,479    | 26,303    | 27,000    | 27,304    | 28,106    | 28,909    | 29,712    | 30,515    | 31,318    |
| 3     | 27,154    | 28,059    | 28,964    | 29,869    | 30,774    | 31,680    | 32,585    | 33,490    | 34,395    | 35,300    |
| 4     | 30,483    | 31,498    | 32,514    | 33,530    | 34,545    | 35,561    | 36,576    | 37,592    | 38,607    | 39,623    |
| 5     | 34,105    | 35,241    | 36,378    | 37,514    | 38,650    | 39,787    | 40,923    | 42,060    | 43,196    | 44,333    |
| 6     | 38,016    | 39,284    | 40,551    | 41,819    | 43,087    | 44,355    | 45,622    | 46,890    | 48,158    | 49,426    |
| 7     | 42,246    | 43,654    | 45,062    | 46,471    | 47,879    | 49,287    | 50,696    | 52,104    | 53,512    | 54,921    |
| 8     | 46,786    | 48,345    | 49,904    | 51,464    | 53,023    | 54,583    | 56,142    | 57,701    | 59,261    | 60,820    |
| 9     | 51,675    | 53,397    | 55,119    | 56,842    | 58,564    | 60,286    | 62,008    | 63,730    | 65,452    | 67,174    |
| 10    | 56,907    | 58,803    | 60,699    | 62,596    | 64,492    | 66,389    | 68,285    | 70,181    | 72,078    | 73,974    |
| 11    | 62,521    | 64,606    | 66,691    | 68,775    | 70,860    | 72,945    | 75,029    | 77,114    | 79,198    | 81,283    |
| 12    | 74,937    | 77,436    | 79,934    | 82,432    | 84,931    | 87,429    | 89,927    | 92,425    | 94,924    | 97,422    |
| 13    | 89,110    | 92,080    | 95,050    | 98,021    | 100,991   | 103,961   | 106,931   | 109,901   | 112,871   | 115,841   |
| 14    | 105,302   | 108,812   | 112,322   | 115,833   | 119,343   | 122,854   | 126,364   | 129,874   | 133,385   | 136,895   |
| 15    | 123,863   | 127,992   | 132,121   | 136,249   | 140,378   | 144,506   | 148,635   | 152,763   | 156,892   | 161,021   |

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/>

**SALARY TABLE 2019-ATL**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.64%**  
**FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL**  
**TOTAL INCREASE: 1.80%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 23,170 | \$ 23,946 | \$ 24,717 | \$ 25,482 | \$ 26,254 | \$ 26,704 | \$ 27,465 | \$ 28,234 | \$ 28,264 | \$ 28,983 |
| 2     | 26,052    | 26,672    | 27,534    | 28,264    | 28,582    | 29,422    | 30,263    | 31,103    | 31,944    | 32,784    |
| 3     | 28,425    | 29,372    | 30,320    | 31,268    | 32,215    | 33,163    | 34,110    | 35,058    | 36,005    | 36,953    |
| 4     | 31,910    | 32,973    | 34,036    | 35,099    | 36,162    | 37,225    | 38,289    | 39,352    | 40,415    | 41,478    |
| 5     | 35,701    | 36,891    | 38,081    | 39,270    | 40,460    | 41,650    | 42,839    | 44,029    | 45,218    | 46,408    |
| 6     | 39,796    | 41,123    | 42,450    | 43,777    | 45,104    | 46,431    | 47,758    | 49,085    | 50,412    | 51,740    |
| 7     | 44,223    | 45,698    | 47,172    | 48,646    | 50,121    | 51,595    | 53,069    | 54,543    | 56,018    | 57,492    |
| 8     | 48,976    | 50,608    | 52,241    | 53,873    | 55,506    | 57,138    | 58,770    | 60,403    | 62,035    | 63,668    |
| 9     | 54,095    | 55,897    | 57,700    | 59,503    | 61,305    | 63,108    | 64,911    | 66,713    | 68,516    | 70,319    |
| 10    | 59,571    | 61,556    | 63,541    | 65,526    | 67,511    | 69,497    | 71,482    | 73,467    | 75,452    | 77,437    |
| 11    | 65,448    | 67,631    | 69,813    | 71,995    | 74,177    | 76,360    | 78,542    | 80,724    | 82,906    | 85,088    |
| 12    | 78,446    | 81,061    | 83,676    | 86,291    | 88,907    | 91,522    | 94,137    | 96,752    | 99,368    | 101,983   |
| 13    | 93,282    | 96,391    | 99,500    | 102,609   | 105,719   | 108,828   | 111,937   | 115,046   | 118,155   | 121,264   |
| 14    | 110,231   | 113,906   | 117,581   | 121,256   | 124,930   | 128,605   | 132,280   | 135,955   | 139,629   | 143,304   |
| 15    | 129,662   | 133,984   | 138,306   | 142,628   | 146,950   | 151,272   | 155,593   | 159,915   | 164,237   | 166,500 * |

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

Applicable locations are shown on the 2019 Locality Pay Area Definitions page:

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**SALARY TABLE 2019-AU**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.46%**  
**FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX**  
**TOTAL INCREASE: 2.05%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,374 | \$ 23,123 | \$ 23,868 | \$ 24,607 | \$ 25,351 | \$ 25,786 | \$ 26,521 | \$ 27,264 | \$ 27,293 | \$ 27,987 |
| 2     | 25,156    | 25,755    | 26,588    | 27,293    | 27,600    | 28,411    | 29,223    | 30,035    | 30,846    | 31,658    |
| 3     | 27,448    | 28,363    | 29,278    | 30,193    | 31,108    | 32,023    | 32,938    | 33,853    | 34,768    | 35,683    |
| 4     | 30,813    | 31,840    | 32,866    | 33,893    | 34,920    | 35,946    | 36,973    | 37,999    | 39,026    | 40,053    |
| 5     | 34,475    | 35,623    | 36,772    | 37,921    | 39,070    | 40,218    | 41,367    | 42,516    | 43,665    | 44,813    |
| 6     | 38,428    | 39,710    | 40,991    | 42,273    | 43,554    | 44,836    | 46,117    | 47,399    | 48,680    | 49,962    |
| 7     | 42,704    | 44,127    | 45,551    | 46,975    | 48,398    | 49,822    | 51,245    | 52,669    | 54,093    | 55,516    |
| 8     | 47,293    | 48,869    | 50,446    | 52,022    | 53,598    | 55,174    | 56,751    | 58,327    | 59,903    | 61,480    |
| 9     | 52,236    | 53,976    | 55,717    | 57,458    | 59,199    | 60,939    | 62,680    | 64,421    | 66,162    | 67,902    |
| 10    | 57,524    | 59,441    | 61,358    | 63,275    | 65,191    | 67,108    | 69,025    | 70,942    | 72,859    | 74,776    |
| 11    | 63,199    | 65,307    | 67,414    | 69,521    | 71,628    | 73,736    | 75,843    | 77,950    | 80,057    | 82,164    |
| 12    | 75,750    | 78,275    | 80,801    | 83,326    | 85,852    | 88,377    | 90,902    | 93,428    | 95,953    | 98,478    |
| 13    | 90,077    | 93,079    | 96,081    | 99,083    | 102,086   | 105,088   | 108,090   | 111,092   | 114,095   | 117,097   |
| 14    | 106,443   | 109,992   | 113,540   | 117,089   | 120,637   | 124,186   | 127,734   | 131,283   | 134,831   | 138,380   |
| 15    | 125,206   | 129,380   | 133,553   | 137,727   | 141,900   | 146,073   | 150,247   | 154,420   | 158,593   | 162,767   |

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/>

**SALARY TABLE 2019-BH**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.77%**  
**FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL**  
**TOTAL INCREASE: 1.75%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,052 | \$ 22,790 | \$ 23,524 | \$ 24,253 | \$ 24,987 | \$ 25,415 | \$ 26,140 | \$ 26,871 | \$ 26,900 | \$ 27,585 |
| 2     | 24,794    | 25,385    | 26,206    | 26,900    | 27,202    | 28,002    | 28,802    | 29,602    | 30,402    | 31,202    |
| 3     | 27,053    | 27,955    | 28,857    | 29,759    | 30,661    | 31,562    | 32,464    | 33,366    | 34,268    | 35,170    |
| 4     | 30,370    | 31,382    | 32,394    | 33,405    | 34,417    | 35,429    | 36,441    | 37,453    | 38,465    | 39,476    |
| 5     | 33,978    | 35,111    | 36,243    | 37,375    | 38,507    | 39,640    | 40,772    | 41,904    | 43,036    | 44,169    |
| 6     | 37,875    | 39,138    | 40,401    | 41,664    | 42,928    | 44,191    | 45,454    | 46,717    | 47,980    | 49,243    |
| 7     | 42,089    | 43,492    | 44,896    | 46,299    | 47,702    | 49,105    | 50,508    | 51,911    | 53,314    | 54,718    |
| 8     | 46,612    | 48,166    | 49,720    | 51,273    | 52,827    | 54,381    | 55,934    | 57,488    | 59,042    | 60,595    |
| 9     | 51,484    | 53,200    | 54,915    | 56,631    | 58,347    | 60,063    | 61,778    | 63,494    | 65,210    | 66,925    |
| 10    | 56,696    | 58,585    | 60,475    | 62,364    | 64,254    | 66,143    | 68,032    | 69,922    | 71,811    | 73,700    |
| 11    | 62,290    | 64,367    | 66,444    | 68,521    | 70,598    | 72,675    | 74,752    | 76,828    | 78,905    | 80,982    |
| 12    | 74,660    | 77,149    | 79,638    | 82,127    | 84,616    | 87,105    | 89,594    | 92,083    | 94,573    | 97,062    |
| 13    | 88,781    | 91,740    | 94,699    | 97,658    | 100,617   | 103,576   | 106,535   | 109,494   | 112,453   | 115,412   |
| 14    | 104,912   | 108,409   | 111,907   | 115,404   | 118,902   | 122,399   | 125,896   | 129,394   | 132,891   | 136,389   |
| 15    | 123,405   | 127,518   | 131,632   | 135,745   | 139,858   | 143,972   | 148,085   | 152,198   | 156,311   | 160,425   |

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/>

**SALARY TABLE 2019-BOS**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.27%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME**  
**TOTAL INCREASE: 2.03%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 24,433 | \$ 25,251 | \$ 26,064 | \$ 26,871 | \$ 27,685 | \$ 28,159 | \$ 28,962 | \$ 29,773 | \$ 29,805 | \$ 30,563 |
| 2     | 27,472    | 28,126    | 29,035    | 29,805    | 30,140    | 31,026    | 31,912    | 32,799    | 33,685    | 34,571    |
| 3     | 29,974    | 30,973    | 31,973    | 32,972    | 33,971    | 34,970    | 35,969    | 36,969    | 37,968    | 38,967    |
| 4     | 33,649    | 34,770    | 35,891    | 37,012    | 38,133    | 39,254    | 40,376    | 41,497    | 42,618    | 43,739    |
| 5     | 37,647    | 38,902    | 40,156    | 41,411    | 42,665    | 43,920    | 45,174    | 46,429    | 47,683    | 48,938    |
| 6     | 41,965    | 43,364    | 44,764    | 46,163    | 47,563    | 48,962    | 50,361    | 51,761    | 53,160    | 54,560    |
| 7     | 46,634    | 48,188    | 49,743    | 51,298    | 52,852    | 54,407    | 55,962    | 57,516    | 59,071    | 60,626    |
| 8     | 51,645    | 53,367    | 55,088    | 56,810    | 58,531    | 60,252    | 61,974    | 63,695    | 65,416    | 67,138    |
| 9     | 57,043    | 58,944    | 60,845    | 62,746    | 64,647    | 66,548    | 68,449    | 70,350    | 72,251    | 74,152    |
| 10    | 62,818    | 64,911    | 67,004    | 69,098    | 71,191    | 73,284    | 75,378    | 77,471    | 79,565    | 81,658    |
| 11    | 69,016    | 71,317    | 73,618    | 75,919    | 78,220    | 80,521    | 82,823    | 85,124    | 87,425    | 89,726    |
| 12    | 82,721    | 85,479    | 88,237    | 90,995    | 93,753    | 96,510    | 99,268    | 102,026   | 104,784   | 107,542   |
| 13    | 98,366    | 101,645   | 104,924   | 108,202   | 111,481   | 114,759   | 118,038   | 121,316   | 124,595   | 127,874   |
| 14    | 116,240   | 120,115   | 123,990   | 127,865   | 131,740   | 135,615   | 139,490   | 143,365   | 147,240   | 151,115   |
| 15    | 136,729   | 141,287   | 145,844   | 150,402   | 154,959   | 159,517   | 164,074   | 166,500 * | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-BU**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.67%**  
**FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY**  
**TOTAL INCREASE: 1.82%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,795 | \$ 23,558 | \$ 24,317 | \$ 25,070 | \$ 25,828 | \$ 26,271 | \$ 27,020 | \$ 27,777 | \$ 27,807 | \$ 28,514 |
| 2     | 25,630    | 26,240    | 27,089    | 27,807    | 28,119    | 28,946    | 29,773    | 30,600    | 31,427    | 32,253    |
| 3     | 27,964    | 28,897    | 29,829    | 30,761    | 31,693    | 32,626    | 33,558    | 34,490    | 35,422    | 36,355    |
| 4     | 31,393    | 32,439    | 33,485    | 34,531    | 35,577    | 36,623    | 37,669    | 38,714    | 39,760    | 40,806    |
| 5     | 35,123    | 36,294    | 37,464    | 38,634    | 39,805    | 40,975    | 42,145    | 43,316    | 44,486    | 45,656    |
| 6     | 39,151    | 40,457    | 41,762    | 43,068    | 44,374    | 45,679    | 46,985    | 48,290    | 49,596    | 50,902    |
| 7     | 43,507    | 44,958    | 46,408    | 47,858    | 49,309    | 50,759    | 52,210    | 53,660    | 55,110    | 56,561    |
| 8     | 48,183    | 49,789    | 51,395    | 53,001    | 54,607    | 56,213    | 57,819    | 59,425    | 61,031    | 62,636    |
| 9     | 53,218    | 54,992    | 56,765    | 58,539    | 60,312    | 62,086    | 63,860    | 65,633    | 67,407    | 69,180    |
| 10    | 58,606    | 60,559    | 62,512    | 64,465    | 66,418    | 68,371    | 70,324    | 72,277    | 74,230    | 76,183    |
| 11    | 64,388    | 66,535    | 68,682    | 70,829    | 72,976    | 75,123    | 77,270    | 79,417    | 81,563    | 83,710    |
| 12    | 77,175    | 79,748    | 82,321    | 84,894    | 87,467    | 90,040    | 92,613    | 95,186    | 97,758    | 100,331   |
| 13    | 91,771    | 94,830    | 97,889    | 100,948   | 104,006   | 107,065   | 110,124   | 113,183   | 116,241   | 119,300   |
| 14    | 108,446   | 112,061   | 115,677   | 119,292   | 122,907   | 126,522   | 130,138   | 133,753   | 137,368   | 140,983   |
| 15    | 127,562   | 131,814   | 136,066   | 140,318   | 144,570   | 148,822   | 153,073   | 157,325   | 161,577   | 165,829   |

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/>



**SALARY TABLE 2019-BN**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.18%**  
**FOR THE LOCALITY PAY AREA OF BURLINGTON-SOUTH BURLINGTON, VT**  
**TOTAL INCREASE: 2.11%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,130 | \$ 22,871 | \$ 23,608 | \$ 24,339 | \$ 25,075 | \$ 25,505 | \$ 26,232 | \$ 26,967 | \$ 26,996 | \$ 27,682 |
| 2     | 24,882    | 25,475    | 26,299    | 26,996    | 27,299    | 28,102    | 28,904    | 29,707    | 30,510    | 31,313    |
| 3     | 27,149    | 28,054    | 28,959    | 29,864    | 30,769    | 31,674    | 32,579    | 33,484    | 34,389    | 35,294    |
| 4     | 30,477    | 31,493    | 32,508    | 33,524    | 34,539    | 35,555    | 36,570    | 37,585    | 38,601    | 39,616    |
| 5     | 34,099    | 35,235    | 36,371    | 37,508    | 38,644    | 39,780    | 40,916    | 42,053    | 43,189    | 44,325    |
| 6     | 38,009    | 39,277    | 40,544    | 41,812    | 43,080    | 44,347    | 45,615    | 46,882    | 48,150    | 49,417    |
| 7     | 42,238    | 43,647    | 45,055    | 46,463    | 47,871    | 49,279    | 50,687    | 52,095    | 53,503    | 54,911    |
| 8     | 46,778    | 48,337    | 49,896    | 51,455    | 53,014    | 54,573    | 56,132    | 57,692    | 59,251    | 60,810    |
| 9     | 51,666    | 53,388    | 55,110    | 56,832    | 58,554    | 60,275    | 61,997    | 63,719    | 65,441    | 67,162    |
| 10    | 56,897    | 58,793    | 60,689    | 62,585    | 64,481    | 66,377    | 68,273    | 70,169    | 72,065    | 73,961    |
| 11    | 62,511    | 64,595    | 66,679    | 68,763    | 70,848    | 72,932    | 75,016    | 77,101    | 79,185    | 81,269    |
| 12    | 74,924    | 77,422    | 79,920    | 82,418    | 84,916    | 87,414    | 89,912    | 92,410    | 94,907    | 97,405    |
| 13    | 89,095    | 92,065    | 95,034    | 98,004    | 100,973   | 103,943   | 106,912   | 109,882   | 112,851   | 115,821   |
| 14    | 105,283   | 108,793   | 112,303   | 115,813   | 119,323   | 122,832   | 126,342   | 129,852   | 133,362   | 136,872   |
| 15    | 123,842   | 127,970   | 132,098   | 136,226   | 140,354   | 144,481   | 148,609   | 152,737   | 156,865   | 160,993   |

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/>

**SALARY TABLE 2019-CT**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.79%**  
**FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC**  
**TOTAL INCREASE: 1.91%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,246 | \$ 22,991 | \$ 23,732 | \$ 24,466 | \$ 25,207 | \$ 25,639 | \$ 26,370 | \$ 27,108 | \$ 27,137 | \$ 27,828 |
| 2     | 25,013    | 25,609    | 26,437    | 27,137    | 27,442    | 28,249    | 29,056    | 29,863    | 30,670    | 31,477    |
| 3     | 27,291    | 28,201    | 29,111    | 30,021    | 30,931    | 31,840    | 32,750    | 33,660    | 34,570    | 35,480    |
| 4     | 30,638    | 31,658    | 32,679    | 33,700    | 34,720    | 35,741    | 36,762    | 37,783    | 38,803    | 39,824    |
| 5     | 34,278    | 35,420    | 36,562    | 37,704    | 38,847    | 39,989    | 41,131    | 42,273    | 43,416    | 44,558    |
| 6     | 38,209    | 39,483    | 40,757    | 42,032    | 43,306    | 44,580    | 45,854    | 47,128    | 48,402    | 49,677    |
| 7     | 42,460    | 43,876    | 45,291    | 46,707    | 48,122    | 49,538    | 50,953    | 52,369    | 53,784    | 55,200    |
| 8     | 47,023    | 48,590    | 50,158    | 51,725    | 53,292    | 54,860    | 56,427    | 57,994    | 59,562    | 61,129    |
| 9     | 51,938    | 53,669    | 55,399    | 57,130    | 58,861    | 60,592    | 62,323    | 64,053    | 65,784    | 67,515    |
| 10    | 57,196    | 59,102    | 61,008    | 62,914    | 64,820    | 66,726    | 68,632    | 70,538    | 72,444    | 74,350    |
| 11    | 62,839    | 64,934    | 67,029    | 69,124    | 71,220    | 73,315    | 75,410    | 77,505    | 79,601    | 81,696    |
| 12    | 75,318    | 77,829    | 80,340    | 82,851    | 85,362    | 87,873    | 90,384    | 92,895    | 95,406    | 97,917    |
| 13    | 89,563    | 92,548    | 95,533    | 98,518    | 101,503   | 104,489   | 107,474   | 110,459   | 113,444   | 116,429   |
| 14    | 105,836   | 109,364   | 112,893   | 116,421   | 119,949   | 123,477   | 127,006   | 130,534   | 134,062   | 137,590   |
| 15    | 124,492   | 128,642   | 132,791   | 136,941   | 141,090   | 145,240   | 149,390   | 153,539   | 157,689   | 161,838   |

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/>

**SALARY TABLE 2019-CHI**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.05%**  
**FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI**  
**TOTAL INCREASE: 1.86%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 24,391 | \$ 25,208 | \$ 26,020 | \$ 26,825 | \$ 27,637 | \$ 28,111 | \$ 28,912 | \$ 29,722 | \$ 29,754 | \$ 30,510 |
| 2     | 27,424    | 28,078    | 28,985    | 29,754    | 30,088    | 30,973    | 31,858    | 32,742    | 33,627    | 34,512    |
| 3     | 29,923    | 30,920    | 31,918    | 32,915    | 33,913    | 34,910    | 35,908    | 36,905    | 37,903    | 38,900    |
| 4     | 33,591    | 34,711    | 35,830    | 36,949    | 38,068    | 39,187    | 40,306    | 41,425    | 42,545    | 43,664    |
| 5     | 37,583    | 38,835    | 40,087    | 41,340    | 42,592    | 43,844    | 45,097    | 46,349    | 47,601    | 48,854    |
| 6     | 41,893    | 43,290    | 44,687    | 46,084    | 47,481    | 48,878    | 50,275    | 51,672    | 53,069    | 54,466    |
| 7     | 46,554    | 48,106    | 49,658    | 51,210    | 52,762    | 54,314    | 55,866    | 57,418    | 58,970    | 60,522    |
| 8     | 51,557    | 53,275    | 54,994    | 56,712    | 58,430    | 60,149    | 61,867    | 63,586    | 65,304    | 67,023    |
| 9     | 56,945    | 58,843    | 60,741    | 62,638    | 64,536    | 66,434    | 68,331    | 70,229    | 72,127    | 74,024    |
| 10    | 62,710    | 64,800    | 66,889    | 68,979    | 71,069    | 73,159    | 75,249    | 77,338    | 79,428    | 81,518    |
| 11    | 68,897    | 71,195    | 73,492    | 75,789    | 78,086    | 80,383    | 82,681    | 84,978    | 87,275    | 89,572    |
| 12    | 82,579    | 85,333    | 88,086    | 90,839    | 93,592    | 96,345    | 99,098    | 101,851   | 104,604   | 107,357   |
| 13    | 98,198    | 101,471   | 104,744   | 108,017   | 111,290   | 114,562   | 117,835   | 121,108   | 124,381   | 127,654   |
| 14    | 116,040   | 119,909   | 123,777   | 127,645   | 131,514   | 135,382   | 139,251   | 143,119   | 146,987   | 150,856   |
| 15    | 136,495   | 141,045   | 145,594   | 150,144   | 154,693   | 159,243   | 163,793   | 166,500 * | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-CIN**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.21%**  
**FOR THE LOCALITY PAY AREA OF CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN**  
**TOTAL INCREASE: 1.69%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,898 | \$ 23,665 | \$ 24,427 | \$ 25,183 | \$ 25,945 | \$ 26,390 | \$ 27,142 | \$ 27,902 | \$ 27,932 | \$ 28,642 |
| 2     | 25,745    | 26,358    | 27,211    | 27,932    | 28,246    | 29,076    | 29,907    | 30,738    | 31,568    | 32,399    |
| 3     | 28,091    | 29,027    | 29,964    | 30,900    | 31,836    | 32,773    | 33,709    | 34,646    | 35,582    | 36,519    |
| 4     | 31,535    | 32,585    | 33,636    | 34,687    | 35,737    | 36,788    | 37,839    | 38,889    | 39,940    | 40,990    |
| 5     | 35,282    | 36,457    | 37,633    | 38,809    | 39,984    | 41,160    | 42,336    | 43,511    | 44,687    | 45,863    |
| 6     | 39,328    | 40,639    | 41,951    | 43,262    | 44,574    | 45,885    | 47,197    | 48,508    | 49,820    | 51,131    |
| 7     | 43,704    | 45,160    | 46,617    | 48,074    | 49,531    | 50,988    | 52,445    | 53,902    | 55,359    | 56,816    |
| 8     | 48,400    | 50,013    | 51,627    | 53,240    | 54,853    | 56,466    | 58,079    | 59,693    | 61,306    | 62,919    |
| 9     | 53,459    | 55,240    | 57,022    | 58,803    | 60,585    | 62,366    | 64,148    | 65,929    | 67,711    | 69,492    |
| 10    | 58,870    | 60,832    | 62,794    | 64,756    | 66,718    | 68,680    | 70,641    | 72,603    | 74,565    | 76,527    |
| 11    | 64,679    | 66,836    | 68,992    | 71,149    | 73,305    | 75,462    | 77,618    | 79,775    | 81,932    | 84,088    |
| 12    | 77,523    | 80,108    | 82,692    | 85,277    | 87,861    | 90,446    | 93,031    | 95,615    | 98,200    | 100,784   |
| 13    | 92,185    | 95,258    | 98,331    | 101,403   | 104,476   | 107,548   | 110,621   | 113,693   | 116,766   | 119,839   |
| 14    | 108,936   | 112,567   | 116,199   | 119,830   | 123,462   | 127,093   | 130,725   | 134,356   | 137,988   | 141,619   |
| 15    | 128,138   | 132,409   | 136,680   | 140,951   | 145,222   | 149,493   | 153,764   | 158,035   | 162,306   | 166,500 * |

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

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/>

**SALARY TABLE 2019-CLE**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.45%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH**  
**TOTAL INCREASE: 1.71%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,943 | \$ 23,712 | \$ 24,475 | \$ 25,233 | \$ 25,997 | \$ 26,442 | \$ 27,196 | \$ 27,958 | \$ 27,988 | \$ 28,700 |
| 2     | 25,797    | 26,411    | 27,265    | 27,988    | 28,302    | 29,134    | 29,967    | 30,799    | 31,631    | 32,464    |
| 3     | 28,147    | 29,085    | 30,023    | 30,962    | 31,900    | 32,838    | 33,777    | 34,715    | 35,653    | 36,592    |
| 4     | 31,598    | 32,650    | 33,703    | 34,756    | 35,809    | 36,861    | 37,914    | 38,967    | 40,020    | 41,072    |
| 5     | 35,352    | 36,530    | 37,708    | 38,886    | 40,064    | 41,242    | 42,420    | 43,598    | 44,776    | 45,954    |
| 6     | 39,406    | 40,721    | 42,035    | 43,349    | 44,663    | 45,977    | 47,291    | 48,605    | 49,919    | 51,233    |
| 7     | 43,791    | 45,251    | 46,711    | 48,170    | 49,630    | 51,090    | 52,550    | 54,010    | 55,470    | 56,929    |
| 8     | 48,497    | 50,113    | 51,730    | 53,346    | 54,963    | 56,579    | 58,195    | 59,812    | 61,428    | 63,045    |
| 9     | 53,565    | 55,350    | 57,135    | 58,921    | 60,706    | 62,491    | 64,276    | 66,061    | 67,846    | 69,631    |
| 10    | 58,988    | 60,954    | 62,919    | 64,885    | 66,851    | 68,817    | 70,782    | 72,748    | 74,714    | 76,680    |
| 11    | 64,808    | 66,969    | 69,130    | 71,291    | 73,452    | 75,612    | 77,773    | 79,934    | 82,095    | 84,256    |
| 12    | 77,678    | 80,268    | 82,858    | 85,447    | 88,037    | 90,627    | 93,216    | 95,806    | 98,396    | 100,985   |
| 13    | 92,369    | 95,448    | 98,527    | 101,606   | 104,684   | 107,763   | 110,842   | 113,920   | 116,999   | 120,078   |
| 14    | 109,153   | 112,792   | 116,431   | 120,069   | 123,708   | 127,347   | 130,986   | 134,625   | 138,263   | 141,902   |
| 15    | 128,394   | 132,673   | 136,953   | 141,232   | 145,512   | 149,792   | 154,071   | 158,351   | 162,630   | 166,500 * |

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

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/>

**SALARY TABLE 2019-CS**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.19%**  
**FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO**  
**TOTAL INCREASE: 1.92%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,322 | \$ 23,070 | \$ 23,813 | \$ 24,550 | \$ 25,293 | \$ 25,727 | \$ 26,460 | \$ 27,201 | \$ 27,230 | \$ 27,923 |
| 2     | 25,099    | 25,696    | 26,527    | 27,230    | 27,536    | 28,346    | 29,156    | 29,965    | 30,775    | 31,585    |
| 3     | 27,385    | 28,298    | 29,211    | 30,124    | 31,037    | 31,950    | 32,862    | 33,775    | 34,688    | 35,601    |
| 4     | 30,742    | 31,767    | 32,791    | 33,815    | 34,839    | 35,864    | 36,888    | 37,912    | 38,936    | 39,961    |
| 5     | 34,395    | 35,541    | 36,688    | 37,834    | 38,980    | 40,126    | 41,272    | 42,418    | 43,564    | 44,710    |
| 6     | 38,340    | 39,618    | 40,897    | 42,176    | 43,454    | 44,733    | 46,011    | 47,290    | 48,568    | 49,847    |
| 7     | 42,606    | 44,026    | 45,446    | 46,867    | 48,287    | 49,707    | 51,128    | 52,548    | 53,968    | 55,389    |
| 8     | 47,184    | 48,757    | 50,330    | 51,902    | 53,475    | 55,048    | 56,620    | 58,193    | 59,766    | 61,338    |
| 9     | 52,116    | 53,852    | 55,589    | 57,326    | 59,063    | 60,799    | 62,536    | 64,273    | 66,010    | 67,746    |
| 10    | 57,391    | 59,304    | 61,217    | 63,129    | 65,042    | 66,954    | 68,867    | 70,779    | 72,692    | 74,604    |
| 11    | 63,054    | 65,156    | 67,259    | 69,361    | 71,464    | 73,566    | 75,668    | 77,771    | 79,873    | 81,976    |
| 12    | 75,576    | 78,095    | 80,615    | 83,135    | 85,654    | 88,174    | 90,693    | 93,213    | 95,733    | 98,252    |
| 13    | 89,869    | 92,865    | 95,860    | 98,856    | 101,851   | 104,846   | 107,842   | 110,837   | 113,833   | 116,828   |
| 14    | 106,199   | 109,739   | 113,279   | 116,820   | 120,360   | 123,900   | 127,441   | 130,981   | 134,521   | 138,062   |
| 15    | 124,919   | 129,082   | 133,246   | 137,410   | 141,574   | 145,737   | 149,901   | 154,065   | 158,229   | 162,393   |

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/>

**SALARY TABLE 2019-COL**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.47%**  
**FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH**  
**TOTAL INCREASE: 1.83%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,757 | \$ 23,519 | \$ 24,276 | \$ 25,028 | \$ 25,785 | \$ 26,227 | \$ 26,975 | \$ 27,730 | \$ 27,760 | \$ 28,466 |
| 2     | 25,587    | 26,196    | 27,043    | 27,760    | 28,072    | 28,897    | 29,723    | 30,548    | 31,374    | 32,200    |
| 3     | 27,918    | 28,848    | 29,779    | 30,710    | 31,640    | 32,571    | 33,502    | 34,432    | 35,363    | 36,294    |
| 4     | 31,341    | 32,385    | 33,429    | 34,473    | 35,517    | 36,561    | 37,606    | 38,650    | 39,694    | 40,738    |
| 5     | 35,064    | 36,233    | 37,401    | 38,570    | 39,738    | 40,907    | 42,075    | 43,243    | 44,412    | 45,580    |
| 6     | 39,086    | 40,389    | 41,693    | 42,996    | 44,299    | 45,603    | 46,906    | 48,210    | 49,513    | 50,817    |
| 7     | 43,435    | 44,882    | 46,330    | 47,778    | 49,226    | 50,674    | 52,122    | 53,570    | 55,018    | 56,466    |
| 8     | 48,102    | 49,705    | 51,309    | 52,912    | 54,515    | 56,119    | 57,722    | 59,325    | 60,929    | 62,532    |
| 9     | 53,130    | 54,900    | 56,671    | 58,441    | 60,212    | 61,982    | 63,753    | 65,523    | 67,294    | 69,064    |
| 10    | 58,508    | 60,458    | 62,408    | 64,357    | 66,307    | 68,257    | 70,207    | 72,156    | 74,106    | 76,056    |
| 11    | 64,281    | 66,424    | 68,567    | 70,711    | 72,854    | 74,997    | 77,141    | 79,284    | 81,427    | 83,570    |
| 12    | 77,046    | 79,615    | 82,183    | 84,752    | 87,321    | 89,889    | 92,458    | 95,026    | 97,595    | 100,164   |
| 13    | 91,618    | 94,672    | 97,725    | 100,779   | 103,833   | 106,886   | 109,940   | 112,994   | 116,047   | 119,101   |
| 14    | 108,265   | 111,874   | 115,483   | 119,092   | 122,702   | 126,311   | 129,920   | 133,529   | 137,138   | 140,748   |
| 15    | 127,349   | 131,594   | 135,839   | 140,083   | 144,328   | 148,573   | 152,818   | 157,062   | 161,307   | 165,552   |

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/>

**SALARY TABLE 2019-CC**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.01%**  
**FOR THE LOCALITY PAY AREA OF CORPUS CHRISTI-KINGSVILLE-ALICE, TX**  
**TOTAL INCREASE: 1.96%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,098 | \$ 22,838 | \$ 23,573 | \$ 24,303 | \$ 25,038 | \$ 25,468 | \$ 26,194 | \$ 26,927 | \$ 26,956 | \$ 27,642 |
| 2     | 24,846    | 25,438    | 26,260    | 26,956    | 27,259    | 28,060    | 28,862    | 29,664    | 30,465    | 31,267    |
| 3     | 27,109    | 28,013    | 28,917    | 29,820    | 30,724    | 31,628    | 32,532    | 33,435    | 34,339    | 35,243    |
| 4     | 30,433    | 31,447    | 32,461    | 33,475    | 34,489    | 35,503    | 36,516    | 37,530    | 38,544    | 39,558    |
| 5     | 34,049    | 35,184    | 36,318    | 37,453    | 38,587    | 39,722    | 40,856    | 41,991    | 43,126    | 44,260    |
| 6     | 37,954    | 39,220    | 40,485    | 41,751    | 43,017    | 44,282    | 45,548    | 46,814    | 48,079    | 49,345    |
| 7     | 42,177    | 43,583    | 44,989    | 46,395    | 47,801    | 49,207    | 50,613    | 52,019    | 53,425    | 54,831    |
| 8     | 46,709    | 48,266    | 49,823    | 51,380    | 52,937    | 54,493    | 56,050    | 57,607    | 59,164    | 60,721    |
| 9     | 51,591    | 53,310    | 55,029    | 56,749    | 58,468    | 60,187    | 61,906    | 63,626    | 65,345    | 67,064    |
| 10    | 56,814    | 58,707    | 60,600    | 62,493    | 64,387    | 66,280    | 68,173    | 70,067    | 71,960    | 73,853    |
| 11    | 62,419    | 64,500    | 66,582    | 68,663    | 70,744    | 72,825    | 74,906    | 76,988    | 79,069    | 81,150    |
| 12    | 74,815    | 77,309    | 79,803    | 82,297    | 84,792    | 87,286    | 89,780    | 92,274    | 94,769    | 97,263    |
| 13    | 88,965    | 91,930    | 94,895    | 97,860    | 100,825   | 103,791   | 106,756   | 109,721   | 112,686   | 115,652   |
| 14    | 105,129   | 108,634   | 112,139   | 115,643   | 119,148   | 122,653   | 126,157   | 129,662   | 133,167   | 136,671   |
| 15    | 123,661   | 127,783   | 131,905   | 136,026   | 140,148   | 144,270   | 148,392   | 152,514   | 156,636   | 160,757   |

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/>



**SALARY TABLE 2019-DFW**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.21%**  
**FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK**  
**TOTAL INCREASE: 2.07%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 23,660 | \$ 24,452 | \$ 25,239 | \$ 26,021 | \$ 26,808 | \$ 27,268 | \$ 28,045 | \$ 28,830 | \$ 28,861 | \$ 29,596 |
| 2     | 26,602    | 27,236    | 28,116    | 28,861    | 29,186    | 30,044    | 30,902    | 31,760    | 32,619    | 33,477    |
| 3     | 29,025    | 29,993    | 30,961    | 31,928    | 32,896    | 33,863    | 34,831    | 35,799    | 36,766    | 37,734    |
| 4     | 32,584    | 33,670    | 34,755    | 35,841    | 36,926    | 38,012    | 39,098    | 40,183    | 41,269    | 42,354    |
| 5     | 36,456    | 37,670    | 38,885    | 40,100    | 41,315    | 42,530    | 43,744    | 44,959    | 46,174    | 47,389    |
| 6     | 40,637    | 41,992    | 43,347    | 44,702    | 46,057    | 47,412    | 48,767    | 50,122    | 51,478    | 52,833    |
| 7     | 45,158    | 46,663    | 48,169    | 49,674    | 51,179    | 52,685    | 54,190    | 55,696    | 57,201    | 58,707    |
| 8     | 50,011    | 51,678    | 53,344    | 55,011    | 56,678    | 58,345    | 60,012    | 61,679    | 63,346    | 65,013    |
| 9     | 55,237    | 57,078    | 58,919    | 60,760    | 62,601    | 64,441    | 66,282    | 68,123    | 69,964    | 71,805    |
| 10    | 60,829    | 62,856    | 64,884    | 66,911    | 68,938    | 70,965    | 72,992    | 75,019    | 77,046    | 79,073    |
| 11    | 66,831    | 69,060    | 71,288    | 73,516    | 75,745    | 77,973    | 80,201    | 82,429    | 84,658    | 86,886    |
| 12    | 80,103    | 82,774    | 85,444    | 88,115    | 90,785    | 93,456    | 96,126    | 98,797    | 101,467   | 104,138   |
| 13    | 95,253    | 98,428    | 101,603   | 104,777   | 107,952   | 111,127   | 114,302   | 117,477   | 120,651   | 123,826   |
| 14    | 112,560   | 116,313   | 120,065   | 123,817   | 127,570   | 131,322   | 135,075   | 138,827   | 142,579   | 146,332   |
| 15    | 132,402   | 136,815   | 141,228   | 145,641   | 150,054   | 154,468   | 158,881   | 163,294   | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-DV**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.49%**  
**FOR THE LOCALITY PAY AREA OF DAVENPORT-MOLINE, IA-IL**  
**TOTAL INCREASE: 1.76%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,189 | \$ 22,932 | \$ 23,671 | \$ 24,403 | \$ 25,142 | \$ 25,573 | \$ 26,302 | \$ 27,038 | \$ 27,068 | \$ 27,756 |
| 2     | 24,949    | 25,543    | 26,369    | 27,068    | 27,372    | 28,177    | 28,982    | 29,786    | 30,591    | 31,396    |
| 3     | 27,221    | 28,129    | 29,036    | 29,944    | 30,851    | 31,759    | 32,666    | 33,574    | 34,481    | 35,388    |
| 4     | 30,559    | 31,577    | 32,595    | 33,613    | 34,631    | 35,649    | 36,668    | 37,686    | 38,704    | 39,722    |
| 5     | 34,190    | 35,329    | 36,468    | 37,608    | 38,747    | 39,886    | 41,025    | 42,165    | 43,304    | 44,443    |
| 6     | 38,111    | 39,382    | 40,653    | 41,924    | 43,194    | 44,465    | 45,736    | 47,007    | 48,278    | 49,549    |
| 7     | 42,351    | 43,763    | 45,175    | 46,587    | 47,999    | 49,410    | 50,822    | 52,234    | 53,646    | 55,058    |
| 8     | 46,902    | 48,466    | 50,029    | 51,592    | 53,156    | 54,719    | 56,282    | 57,845    | 59,409    | 60,972    |
| 9     | 51,804    | 53,531    | 55,257    | 56,983    | 58,710    | 60,436    | 62,163    | 63,889    | 65,615    | 67,342    |
| 10    | 57,049    | 58,950    | 60,851    | 62,752    | 64,653    | 66,554    | 68,455    | 70,356    | 72,258    | 74,159    |
| 11    | 62,677    | 64,767    | 66,857    | 68,947    | 71,037    | 73,127    | 75,216    | 77,306    | 79,396    | 81,486    |
| 12    | 75,124    | 77,629    | 80,133    | 82,638    | 85,143    | 87,647    | 90,152    | 92,656    | 95,161    | 97,665    |
| 13    | 89,333    | 92,310    | 95,288    | 98,265    | 101,243   | 104,220   | 107,198   | 110,175   | 113,153   | 116,130   |
| 14    | 105,564   | 109,084   | 112,603   | 116,122   | 119,641   | 123,160   | 126,679   | 130,199   | 133,718   | 137,237   |
| 15    | 124,173   | 128,311   | 132,450   | 136,589   | 140,728   | 144,867   | 149,006   | 153,145   | 157,284   | 161,423   |

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/>

**SALARY TABLE 2019-DAY**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.61%**  
**FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH**  
**TOTAL INCREASE: 1.83%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,593 | \$ 23,350 | \$ 24,102 | \$ 24,848 | \$ 25,600 | \$ 26,038 | \$ 26,781 | \$ 27,531 | \$ 27,560 | \$ 28,261 |
| 2     | 25,403    | 26,008    | 26,849    | 27,560    | 27,870    | 28,689    | 29,509    | 30,329    | 31,148    | 31,968    |
| 3     | 27,717    | 28,641    | 29,565    | 30,489    | 31,413    | 32,337    | 33,261    | 34,185    | 35,109    | 36,033    |
| 4     | 31,115    | 32,152    | 33,188    | 34,225    | 35,262    | 36,298    | 37,335    | 38,372    | 39,408    | 40,445    |
| 5     | 34,812    | 35,972    | 37,132    | 38,292    | 39,452    | 40,612    | 41,772    | 42,932    | 44,092    | 45,252    |
| 6     | 38,804    | 40,098    | 41,393    | 42,687    | 43,981    | 45,275    | 46,569    | 47,863    | 49,157    | 50,451    |
| 7     | 43,122    | 44,559    | 45,997    | 47,435    | 48,872    | 50,310    | 51,747    | 53,185    | 54,622    | 56,060    |
| 8     | 47,756    | 49,348    | 50,939    | 52,531    | 54,123    | 55,715    | 57,306    | 58,898    | 60,490    | 62,082    |
| 9     | 52,747    | 54,505    | 56,263    | 58,020    | 59,778    | 61,536    | 63,294    | 65,052    | 66,809    | 68,567    |
| 10    | 58,087    | 60,023    | 61,958    | 63,894    | 65,830    | 67,765    | 69,701    | 71,637    | 73,573    | 75,508    |
| 11    | 63,818    | 65,946    | 68,074    | 70,202    | 72,330    | 74,457    | 76,585    | 78,713    | 80,841    | 82,969    |
| 12    | 76,492    | 79,042    | 81,592    | 84,142    | 86,692    | 89,242    | 91,792    | 94,342    | 96,893    | 99,443    |
| 13    | 90,958    | 93,990    | 97,022    | 100,053   | 103,085   | 106,117   | 109,148   | 112,180   | 115,212   | 118,243   |
| 14    | 107,486   | 111,069   | 114,652   | 118,235   | 121,818   | 125,402   | 128,985   | 132,568   | 136,151   | 139,734   |
| 15    | 126,432   | 130,647   | 134,861   | 139,075   | 143,289   | 147,503   | 151,718   | 155,932   | 160,146   | 164,360   |

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/>

**SALARY TABLE 2019-DEN**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.30%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO**  
**TOTAL INCREASE: 2.07%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 24,058 | \$ 24,863 | \$ 25,664 | \$ 26,459 | \$ 27,259 | \$ 27,727 | \$ 28,517 | \$ 29,315 | \$ 29,347 | \$ 30,094 |
| 2     | 27,050    | 27,694    | 28,589    | 29,347    | 29,677    | 30,549    | 31,422    | 32,295    | 33,168    | 34,040    |
| 3     | 29,514    | 30,498    | 31,482    | 32,465    | 33,449    | 34,433    | 35,417    | 36,401    | 37,385    | 38,369    |
| 4     | 33,132    | 34,236    | 35,340    | 36,444    | 37,548    | 38,652    | 39,755    | 40,859    | 41,963    | 43,067    |
| 5     | 37,069    | 38,304    | 39,539    | 40,775    | 42,010    | 43,245    | 44,480    | 45,716    | 46,951    | 48,186    |
| 6     | 41,320    | 42,698    | 44,076    | 45,454    | 46,832    | 48,210    | 49,588    | 50,966    | 52,344    | 53,722    |
| 7     | 45,918    | 47,448    | 48,979    | 50,510    | 52,041    | 53,571    | 55,102    | 56,633    | 58,164    | 59,694    |
| 8     | 50,852    | 52,547    | 54,242    | 55,937    | 57,632    | 59,327    | 61,022    | 62,717    | 64,412    | 66,107    |
| 9     | 56,167    | 58,039    | 59,910    | 61,782    | 63,654    | 65,526    | 67,397    | 69,269    | 71,141    | 73,013    |
| 10    | 61,853    | 63,914    | 65,975    | 68,037    | 70,098    | 72,159    | 74,220    | 76,281    | 78,343    | 80,404    |
| 11    | 67,956    | 70,222    | 72,487    | 74,753    | 77,019    | 79,285    | 81,551    | 83,816    | 86,082    | 88,348    |
| 12    | 81,451    | 84,166    | 86,882    | 89,597    | 92,313    | 95,028    | 97,744    | 100,459   | 103,174   | 105,890   |
| 13    | 96,856    | 100,084   | 103,312   | 106,540   | 109,769   | 112,997   | 116,225   | 119,453   | 122,682   | 125,910   |
| 14    | 114,454   | 118,270   | 122,085   | 125,901   | 129,716   | 133,532   | 137,347   | 141,163   | 144,979   | 148,794   |
| 15    | 134,629   | 139,117   | 143,604   | 148,092   | 152,579   | 157,067   | 161,554   | 166,042   | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-DET**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.81%**  
**FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI**  
**TOTAL INCREASE: 1.85%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 24,155 | \$ 24,964 | \$ 25,768 | \$ 26,565 | \$ 27,369 | \$ 27,839 | \$ 28,632 | \$ 29,434 | \$ 29,466 | \$ 30,215 |
| 2     | 27,159    | 27,806    | 28,705    | 29,466    | 29,797    | 30,673    | 31,549    | 32,425    | 33,302    | 34,178    |
| 3     | 29,633    | 30,621    | 31,609    | 32,597    | 33,584    | 34,572    | 35,560    | 36,548    | 37,536    | 38,524    |
| 4     | 33,266    | 34,374    | 35,483    | 36,591    | 37,699    | 38,808    | 39,916    | 41,024    | 42,133    | 43,241    |
| 5     | 37,219    | 38,459    | 39,699    | 40,939    | 42,180    | 43,420    | 44,660    | 45,900    | 47,140    | 48,381    |
| 6     | 41,487    | 42,871    | 44,254    | 45,638    | 47,021    | 48,405    | 49,788    | 51,172    | 52,555    | 53,939    |
| 7     | 46,103    | 47,640    | 49,177    | 50,714    | 52,251    | 53,788    | 55,325    | 56,862    | 58,399    | 59,935    |
| 8     | 51,058    | 52,759    | 54,461    | 56,163    | 57,865    | 59,566    | 61,268    | 62,970    | 64,672    | 66,374    |
| 9     | 56,394    | 58,273    | 60,152    | 62,032    | 63,911    | 65,790    | 67,670    | 69,549    | 71,428    | 73,308    |
| 10    | 62,103    | 64,172    | 66,242    | 68,311    | 70,381    | 72,450    | 74,520    | 76,589    | 78,659    | 80,729    |
| 11    | 68,230    | 70,505    | 72,780    | 75,055    | 77,330    | 79,605    | 81,880    | 84,155    | 86,430    | 88,705    |
| 12    | 81,780    | 84,506    | 87,233    | 89,959    | 92,685    | 95,412    | 98,138    | 100,865   | 103,591   | 106,318   |
| 13    | 97,247    | 100,488   | 103,729   | 106,971   | 110,212   | 113,453   | 116,694   | 119,936   | 123,177   | 126,418   |
| 14    | 114,916   | 118,747   | 122,578   | 126,409   | 130,240   | 134,071   | 137,902   | 141,733   | 145,564   | 149,395   |
| 15    | 135,173   | 139,679   | 144,184   | 148,690   | 153,195   | 157,701   | 162,206   | 166,500 * | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-HB**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.65%**  
**FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA**  
**TOTAL INCREASE: 1.84%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,219 | \$ 22,964 | \$ 23,703 | \$ 24,437 | \$ 25,177 | \$ 25,608 | \$ 26,338 | \$ 27,076 | \$ 27,105 | \$ 27,794 |
| 2     | 24,983    | 25,578    | 26,405    | 27,105    | 27,409    | 28,215    | 29,021    | 29,827    | 30,633    | 31,440    |
| 3     | 27,259    | 28,167    | 29,076    | 29,985    | 30,894    | 31,802    | 32,711    | 33,620    | 34,528    | 35,437    |
| 4     | 30,601    | 31,620    | 32,640    | 33,659    | 34,679    | 35,698    | 36,718    | 37,737    | 38,757    | 39,776    |
| 5     | 34,237    | 35,378    | 36,518    | 37,659    | 38,800    | 39,941    | 41,082    | 42,223    | 43,363    | 44,504    |
| 6     | 38,163    | 39,436    | 40,709    | 41,981    | 43,254    | 44,526    | 45,799    | 47,072    | 48,344    | 49,617    |
| 7     | 42,409    | 43,823    | 45,237    | 46,651    | 48,064    | 49,478    | 50,892    | 52,306    | 53,720    | 55,133    |
| 8     | 46,967    | 48,532    | 50,098    | 51,663    | 53,229    | 54,794    | 56,359    | 57,925    | 59,490    | 61,056    |
| 9     | 51,875    | 53,604    | 55,333    | 57,062    | 58,790    | 60,519    | 62,248    | 63,977    | 65,705    | 67,434    |
| 10    | 57,127    | 59,031    | 60,934    | 62,838    | 64,742    | 66,646    | 68,549    | 70,453    | 72,357    | 74,261    |
| 11    | 62,764    | 64,856    | 66,949    | 69,042    | 71,134    | 73,227    | 75,320    | 77,412    | 79,505    | 81,598    |
| 12    | 75,228    | 77,736    | 80,244    | 82,752    | 85,259    | 87,767    | 90,275    | 92,783    | 95,291    | 97,799    |
| 13    | 89,455    | 92,437    | 95,419    | 98,400    | 101,382   | 104,363   | 107,345   | 110,326   | 113,308   | 116,290   |
| 14    | 105,709   | 109,233   | 112,757   | 116,281   | 119,805   | 123,329   | 126,853   | 130,377   | 133,901   | 137,425   |
| 15    | 124,343   | 128,488   | 132,632   | 136,777   | 140,921   | 145,066   | 149,211   | 153,355   | 157,500   | 161,644   |

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/>

**SALARY TABLE 2019-HAR**  
**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**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 24,547 | \$ 25,369 | \$ 26,186 | \$ 26,997 | \$ 27,814 | \$ 28,291 | \$ 29,098 | \$ 29,912 | \$ 29,944 | \$ 30,706 |
| 2     | 27,600    | 28,257    | 29,171    | 29,944    | 30,281    | 31,171    | 32,062    | 32,952    | 33,843    | 34,733    |
| 3     | 30,114    | 31,118    | 32,122    | 33,126    | 34,130    | 35,134    | 36,138    | 37,142    | 38,146    | 39,149    |
| 4     | 33,806    | 34,933    | 36,059    | 37,185    | 38,312    | 39,438    | 40,564    | 41,691    | 42,817    | 43,943    |
| 5     | 37,823    | 39,084    | 40,344    | 41,604    | 42,865    | 44,125    | 45,385    | 46,646    | 47,906    | 49,166    |
| 6     | 42,161    | 43,567    | 44,973    | 46,379    | 47,785    | 49,191    | 50,597    | 52,003    | 53,409    | 54,815    |
| 7     | 46,852    | 48,414    | 49,976    | 51,538    | 53,100    | 54,661    | 56,223    | 57,785    | 59,347    | 60,909    |
| 8     | 51,887    | 53,616    | 55,346    | 57,075    | 58,805    | 60,534    | 62,264    | 63,993    | 65,722    | 67,452    |
| 9     | 57,310    | 59,220    | 61,129    | 63,039    | 64,949    | 66,859    | 68,769    | 70,679    | 72,589    | 74,498    |
| 10    | 63,112    | 65,215    | 67,318    | 69,421    | 71,524    | 73,627    | 75,730    | 77,834    | 79,937    | 82,040    |
| 11    | 69,339    | 71,650    | 73,962    | 76,274    | 78,586    | 80,898    | 83,210    | 85,522    | 87,834    | 90,146    |
| 12    | 83,108    | 85,879    | 88,650    | 91,420    | 94,191    | 96,962    | 99,732    | 102,503   | 105,274   | 108,045   |
| 13    | 98,827    | 102,120   | 105,414   | 108,708   | 112,002   | 115,296   | 118,590   | 121,884   | 125,178   | 128,472   |
| 14    | 116,783   | 120,676   | 124,570   | 128,463   | 132,356   | 136,249   | 140,142   | 144,035   | 147,929   | 151,822   |
| 15    | 137,369   | 141,948   | 146,526   | 151,105   | 155,684   | 160,263   | 164,841   | 166,500 * | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-HOU**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.54%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX**  
**TOTAL INCREASE: 2.02%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 25,246 | \$ 26,092 | \$ 26,932 | \$ 27,766 | \$ 28,606 | \$ 29,097 | \$ 29,926 | \$ 30,764 | \$ 30,797 | \$ 31,580 |
| 2     | 28,386    | 29,062    | 30,002    | 30,797    | 31,143    | 32,059    | 32,975    | 33,890    | 34,806    | 35,722    |
| 3     | 30,972    | 32,004    | 33,037    | 34,069    | 35,102    | 36,134    | 37,167    | 38,199    | 39,232    | 40,264    |
| 4     | 34,769    | 35,928    | 37,086    | 38,244    | 39,403    | 40,561    | 41,720    | 42,878    | 44,036    | 45,195    |
| 5     | 38,900    | 40,197    | 41,493    | 42,789    | 44,085    | 45,382    | 46,678    | 47,974    | 49,270    | 50,567    |
| 6     | 43,362    | 44,808    | 46,254    | 47,700    | 49,146    | 50,592    | 52,038    | 53,484    | 54,930    | 56,376    |
| 7     | 48,186    | 49,793    | 51,399    | 53,005    | 54,612    | 56,218    | 57,825    | 59,431    | 61,037    | 62,644    |
| 8     | 53,365    | 55,143    | 56,922    | 58,701    | 60,479    | 62,258    | 64,037    | 65,815    | 67,594    | 69,373    |
| 9     | 58,942    | 60,906    | 62,870    | 64,835    | 66,799    | 68,763    | 70,727    | 72,692    | 74,656    | 76,620    |
| 10    | 64,909    | 67,072    | 69,235    | 71,398    | 73,561    | 75,724    | 77,887    | 80,050    | 82,213    | 84,376    |
| 11    | 71,313    | 73,691    | 76,069    | 78,446    | 80,824    | 83,202    | 85,580    | 87,958    | 90,335    | 92,713    |
| 12    | 85,475    | 88,325    | 91,174    | 94,024    | 96,873    | 99,723    | 102,573   | 105,422   | 108,272   | 111,122   |
| 13    | 101,641   | 105,029   | 108,416   | 111,804   | 115,192   | 118,580   | 121,967   | 125,355   | 128,743   | 132,130   |
| 14    | 120,109   | 124,113   | 128,117   | 132,121   | 136,125   | 140,129   | 144,133   | 148,137   | 152,141   | 156,145   |
| 15    | 141,281   | 145,990   | 150,699   | 155,408   | 160,118   | 164,827   | 166,500 * | 166,500 * | 166,500 * | 166,500 * |

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

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/>



**SALARY TABLE 2019-HNT**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.18%**  
**FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL**  
**TOTAL INCREASE: 1.99%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,701 | \$ 23,462 | \$ 24,217 | \$ 24,967 | \$ 25,723 | \$ 26,164 | \$ 26,910 | \$ 27,663 | \$ 27,693 | \$ 28,397 |
| 2     | 25,525    | 26,133    | 26,978    | 27,693    | 28,004    | 28,827    | 29,651    | 30,474    | 31,298    | 32,121    |
| 3     | 27,850    | 28,778    | 29,707    | 30,635    | 31,564    | 32,492    | 33,420    | 34,349    | 35,277    | 36,206    |
| 4     | 31,264    | 32,306    | 33,348    | 34,389    | 35,431    | 36,473    | 37,514    | 38,556    | 39,598    | 40,639    |
| 5     | 34,979    | 36,145    | 37,310    | 38,476    | 39,642    | 40,807    | 41,973    | 43,138    | 44,304    | 45,470    |
| 6     | 38,991    | 40,291    | 41,591    | 42,892    | 44,192    | 45,492    | 46,792    | 48,093    | 49,393    | 50,693    |
| 7     | 43,329    | 44,774    | 46,218    | 47,662    | 49,107    | 50,551    | 51,996    | 53,440    | 54,885    | 56,329    |
| 8     | 47,985    | 49,585    | 51,184    | 52,784    | 54,383    | 55,982    | 57,582    | 59,181    | 60,781    | 62,380    |
| 9     | 53,001    | 54,767    | 56,533    | 58,299    | 60,066    | 61,832    | 63,598    | 65,364    | 67,131    | 68,897    |
| 10    | 58,366    | 60,311    | 62,256    | 64,201    | 66,146    | 68,091    | 70,036    | 71,981    | 73,926    | 75,871    |
| 11    | 64,125    | 66,263    | 68,401    | 70,539    | 72,677    | 74,815    | 76,953    | 79,091    | 81,230    | 83,368    |
| 12    | 76,859    | 79,422    | 81,984    | 84,546    | 87,109    | 89,671    | 92,233    | 94,796    | 97,358    | 99,921    |
| 13    | 91,396    | 94,442    | 97,488    | 100,534   | 103,581   | 106,627   | 109,673   | 112,719   | 115,765   | 118,812   |
| 14    | 108,002   | 111,603   | 115,203   | 118,803   | 122,404   | 126,004   | 129,605   | 133,205   | 136,806   | 140,406   |
| 15    | 127,040   | 131,274   | 135,509   | 139,743   | 143,978   | 148,212   | 152,447   | 156,681   | 160,916   | 165,150   |

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/>

**SALARY TABLE 2019-IND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.57%**  
**FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN**  
**TOTAL INCREASE: 1.70%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,204 | \$ 22,948 | \$ 23,687 | \$ 24,420 | \$ 25,159 | \$ 25,591 | \$ 26,320 | \$ 27,057 | \$ 27,086 | \$ 27,775 |
| 2     | 24,966    | 25,560    | 26,387    | 27,086    | 27,390    | 28,196    | 29,001    | 29,807    | 30,612    | 31,418    |
| 3     | 27,240    | 28,148    | 29,056    | 29,964    | 30,872    | 31,780    | 32,689    | 33,597    | 34,505    | 35,413    |
| 4     | 30,580    | 31,599    | 32,617    | 33,636    | 34,655    | 35,674    | 36,693    | 37,712    | 38,730    | 39,749    |
| 5     | 34,213    | 35,353    | 36,493    | 37,633    | 38,774    | 39,914    | 41,054    | 42,194    | 43,334    | 44,474    |
| 6     | 38,137    | 39,409    | 40,681    | 41,952    | 43,224    | 44,496    | 45,768    | 47,039    | 48,311    | 49,583    |
| 7     | 42,380    | 43,793    | 45,206    | 46,619    | 48,032    | 49,444    | 50,857    | 52,270    | 53,683    | 55,096    |
| 8     | 46,935    | 48,499    | 50,063    | 51,628    | 53,192    | 54,756    | 56,321    | 57,885    | 59,450    | 61,014    |
| 9     | 51,840    | 53,567    | 55,295    | 57,023    | 58,750    | 60,478    | 62,205    | 63,933    | 65,660    | 67,388    |
| 10    | 57,088    | 58,990    | 60,893    | 62,795    | 64,698    | 66,600    | 68,502    | 70,405    | 72,307    | 74,210    |
| 11    | 62,720    | 64,812    | 66,903    | 68,994    | 71,086    | 73,177    | 75,268    | 77,359    | 79,451    | 81,542    |
| 12    | 75,176    | 77,682    | 80,189    | 82,695    | 85,201    | 87,707    | 90,214    | 92,720    | 95,226    | 97,732    |
| 13    | 89,394    | 92,374    | 95,353    | 98,333    | 101,312   | 104,292   | 107,271   | 110,251   | 113,230   | 116,210   |
| 14    | 105,637   | 109,158   | 112,680   | 116,202   | 119,723   | 123,245   | 126,766   | 130,288   | 133,810   | 137,331   |
| 15    | 124,258   | 128,400   | 132,541   | 136,683   | 140,825   | 144,966   | 149,108   | 153,250   | 157,392   | 161,533   |

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/>

**SALARY TABLE 2019-KC**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.60%**  
**FOR THE LOCALITY PAY AREA OF KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS**  
**TOTAL INCREASE: 1.84%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,210 | \$ 22,954 | \$ 23,693 | \$ 24,427 | \$ 25,166 | \$ 25,597 | \$ 26,327 | \$ 27,064 | \$ 27,093 | \$ 27,782 |
| 2     | 24,972    | 25,567    | 26,394    | 27,093    | 27,398    | 28,203    | 29,009    | 29,815    | 30,620    | 31,426    |
| 3     | 27,247    | 28,155    | 29,064    | 29,972    | 30,880    | 31,789    | 32,697    | 33,605    | 34,514    | 35,422    |
| 4     | 30,588    | 31,607    | 32,626    | 33,645    | 34,664    | 35,683    | 36,702    | 37,721    | 38,740    | 39,759    |
| 5     | 34,222    | 35,362    | 36,503    | 37,643    | 38,783    | 39,924    | 41,064    | 42,205    | 43,345    | 44,485    |
| 6     | 38,147    | 39,419    | 40,691    | 41,963    | 43,235    | 44,507    | 45,779    | 47,052    | 48,324    | 49,596    |
| 7     | 42,391    | 43,804    | 45,217    | 46,631    | 48,044    | 49,457    | 50,870    | 52,283    | 53,697    | 55,110    |
| 8     | 46,947    | 48,511    | 50,076    | 51,641    | 53,206    | 54,771    | 56,335    | 57,900    | 59,465    | 61,030    |
| 9     | 51,853    | 53,581    | 55,309    | 57,037    | 58,765    | 60,493    | 62,221    | 63,949    | 65,677    | 67,405    |
| 10    | 57,103    | 59,005    | 60,908    | 62,811    | 64,714    | 66,617    | 68,520    | 70,423    | 72,326    | 74,229    |
| 11    | 62,737    | 64,828    | 66,920    | 69,012    | 71,104    | 73,196    | 75,287    | 77,379    | 79,471    | 81,563    |
| 12    | 75,195    | 77,702    | 80,209    | 82,716    | 85,223    | 87,730    | 90,237    | 92,744    | 95,251    | 97,757    |
| 13    | 89,417    | 92,397    | 95,378    | 98,358    | 101,338   | 104,319   | 107,299   | 110,279   | 113,259   | 116,240   |
| 14    | 105,664   | 109,187   | 112,709   | 116,232   | 119,754   | 123,277   | 126,799   | 130,321   | 133,844   | 137,366   |
| 15    | 124,290   | 128,433   | 132,575   | 136,718   | 140,861   | 145,004   | 149,147   | 153,289   | 157,432   | 161,575   |

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/>

**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**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,519 | \$ 23,273 | \$ 24,022 | \$ 24,766 | \$ 25,515 | \$ 25,953 | \$ 26,693 | \$ 27,440 | \$ 27,470 | \$ 28,168 |
| 2     | 25,319    | 25,922    | 26,760    | 27,470    | 27,778    | 28,595    | 29,412    | 30,229    | 31,046    | 31,863    |
| 3     | 27,626    | 28,547    | 29,468    | 30,388    | 31,309    | 32,230    | 33,151    | 34,072    | 34,993    | 35,914    |
| 4     | 31,013    | 32,046    | 33,079    | 34,112    | 35,146    | 36,179    | 37,212    | 38,245    | 39,279    | 40,312    |
| 5     | 34,698    | 35,854    | 37,010    | 38,166    | 39,322    | 40,479    | 41,635    | 42,791    | 43,947    | 45,103    |
| 6     | 38,677    | 39,967    | 41,256    | 42,546    | 43,836    | 45,126    | 46,416    | 47,705    | 48,995    | 50,285    |
| 7     | 42,980    | 44,413    | 45,846    | 47,279    | 48,711    | 50,144    | 51,577    | 53,010    | 54,443    | 55,876    |
| 8     | 47,599    | 49,185    | 50,772    | 52,358    | 53,945    | 55,531    | 57,118    | 58,705    | 60,291    | 61,878    |
| 9     | 52,574    | 54,326    | 56,078    | 57,830    | 59,582    | 61,334    | 63,086    | 64,838    | 66,590    | 68,342    |
| 10    | 57,896    | 59,825    | 61,755    | 63,684    | 65,613    | 67,543    | 69,472    | 71,401    | 73,331    | 75,260    |
| 11    | 63,608    | 65,729    | 67,850    | 69,971    | 72,092    | 74,213    | 76,333    | 78,454    | 80,575    | 82,696    |
| 12    | 76,240    | 78,782    | 81,324    | 83,865    | 86,407    | 88,949    | 91,490    | 94,032    | 96,574    | 99,116    |
| 13    | 90,659    | 93,681    | 96,703    | 99,724    | 102,746   | 105,768   | 108,790   | 111,811   | 114,833   | 117,855   |
| 14    | 107,132   | 110,704   | 114,275   | 117,846   | 121,418   | 124,989   | 128,561   | 132,132   | 135,704   | 139,275   |
| 15    | 126,017   | 130,217   | 134,417   | 138,618   | 142,818   | 147,018   | 151,219   | 155,419   | 159,619   | 163,820   |

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/>

**SALARY TABLE 2019-LV**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.04%**  
**FOR THE LOCALITY PAY AREA OF LAS VEGAS-HENDERSON, NV-AZ**  
**TOTAL INCREASE: 1.88%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,294 | \$ 23,040 | \$ 23,783 | \$ 24,519 | \$ 25,261 | \$ 25,694 | \$ 26,426 | \$ 27,166 | \$ 27,195 | \$ 27,887 |
| 2     | 25,066    | 25,663    | 26,493    | 27,195    | 27,501    | 28,310    | 29,118    | 29,927    | 30,736    | 31,545    |
| 3     | 27,350    | 28,262    | 29,173    | 30,085    | 30,997    | 31,909    | 32,820    | 33,732    | 34,644    | 35,556    |
| 4     | 30,703    | 31,726    | 32,749    | 33,772    | 34,795    | 35,818    | 36,841    | 37,864    | 38,887    | 39,909    |
| 5     | 34,351    | 35,496    | 36,641    | 37,785    | 38,930    | 40,074    | 41,219    | 42,364    | 43,508    | 44,653    |
| 6     | 38,291    | 39,568    | 40,845    | 42,122    | 43,398    | 44,675    | 45,952    | 47,229    | 48,506    | 49,783    |
| 7     | 42,551    | 43,970    | 45,388    | 46,807    | 48,225    | 49,644    | 51,062    | 52,481    | 53,899    | 55,318    |
| 8     | 47,124    | 48,694    | 50,265    | 51,836    | 53,407    | 54,977    | 56,548    | 58,119    | 59,689    | 61,260    |
| 9     | 52,049    | 53,783    | 55,518    | 57,252    | 58,987    | 60,722    | 62,456    | 64,191    | 65,925    | 67,660    |
| 10    | 57,318    | 59,228    | 61,138    | 63,048    | 64,958    | 66,868    | 68,779    | 70,689    | 72,599    | 74,509    |
| 11    | 62,973    | 65,073    | 67,173    | 69,272    | 71,372    | 73,472    | 75,572    | 77,671    | 79,771    | 81,871    |
| 12    | 75,479    | 77,995    | 80,512    | 83,028    | 85,545    | 88,061    | 90,577    | 93,094    | 95,610    | 98,126    |
| 13    | 89,754    | 92,746    | 95,738    | 98,729    | 101,721   | 104,712   | 107,704   | 110,695   | 113,687   | 116,678   |
| 14    | 106,063   | 109,599   | 113,134   | 116,670   | 120,206   | 123,742   | 127,277   | 130,813   | 134,349   | 137,885   |
| 15    | 124,759   | 128,917   | 133,076   | 137,234   | 141,393   | 145,551   | 149,709   | 153,868   | 158,026   | 162,185   |

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/>

**SALARY TABLE 2019-LA**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 31.47%**  
**FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA**  
**TOTAL INCREASE: 2.10%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 25,042 | \$ 25,881 | \$ 26,715 | \$ 27,542 | \$ 28,375 | \$ 28,862 | \$ 29,685 | \$ 30,516 | \$ 30,548 | \$ 31,325 |
| 2     | 28,157    | 28,827    | 29,760    | 30,548    | 30,892    | 31,800    | 32,708    | 33,617    | 34,525    | 35,434    |
| 3     | 30,722    | 31,746    | 32,770    | 33,794    | 34,819    | 35,843    | 36,867    | 37,891    | 38,915    | 39,939    |
| 4     | 34,489    | 35,638    | 36,787    | 37,936    | 39,085    | 40,234    | 41,383    | 42,532    | 43,681    | 44,830    |
| 5     | 38,586    | 39,872    | 41,158    | 42,444    | 43,730    | 45,015    | 46,301    | 47,587    | 48,873    | 50,158    |
| 6     | 43,012    | 44,446    | 45,880    | 47,315    | 48,749    | 50,183    | 51,618    | 53,052    | 54,486    | 55,921    |
| 7     | 47,797    | 49,391    | 50,984    | 52,577    | 54,171    | 55,764    | 57,358    | 58,951    | 60,545    | 62,138    |
| 8     | 52,934    | 54,698    | 56,462    | 58,227    | 59,991    | 61,755    | 63,520    | 65,284    | 67,048    | 68,813    |
| 9     | 58,466    | 60,414    | 62,363    | 64,311    | 66,260    | 68,208    | 70,156    | 72,105    | 74,053    | 76,001    |
| 10    | 64,385    | 66,530    | 68,676    | 70,822    | 72,967    | 75,113    | 77,258    | 79,404    | 81,550    | 83,695    |
| 11    | 70,737    | 73,096    | 75,455    | 77,813    | 80,172    | 82,530    | 84,889    | 87,247    | 89,606    | 91,965    |
| 12    | 84,785    | 87,612    | 90,438    | 93,265    | 96,091    | 98,918    | 101,745   | 104,571   | 107,398   | 110,224   |
| 13    | 100,820   | 104,181   | 107,541   | 110,902   | 114,262   | 117,622   | 120,983   | 124,343   | 127,703   | 131,064   |
| 14    | 119,139   | 123,111   | 127,083   | 131,055   | 135,026   | 138,998   | 142,970   | 146,941   | 150,913   | 154,885   |
| 15    | 140,140   | 144,812   | 149,483   | 154,154   | 158,825   | 163,496   | 166,500 * | 166,500 * | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-MFL**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.12%**  
**FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL**  
**TOTAL INCREASE: 1.80%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 23,452 | \$ 24,237 | \$ 25,018 | \$ 25,792 | \$ 26,573 | \$ 27,029 | \$ 27,799 | \$ 28,577 | \$ 28,608 | \$ 29,336 |
| 2     | 26,369    | 26,997    | 27,869    | 28,608    | 28,930    | 29,780    | 30,631    | 31,482    | 32,333    | 33,183    |
| 3     | 28,771    | 29,730    | 30,689    | 31,648    | 32,607    | 33,566    | 34,525    | 35,484    | 36,444    | 37,403    |
| 4     | 32,298    | 33,374    | 34,450    | 35,526    | 36,602    | 37,678    | 38,754    | 39,831    | 40,907    | 41,983    |
| 5     | 36,136    | 37,340    | 38,544    | 39,748    | 40,952    | 42,156    | 43,360    | 44,565    | 45,769    | 46,973    |
| 6     | 40,280    | 41,623    | 42,966    | 44,310    | 45,653    | 46,996    | 48,339    | 49,683    | 51,026    | 52,369    |
| 7     | 44,762    | 46,254    | 47,746    | 49,238    | 50,730    | 52,223    | 53,715    | 55,207    | 56,699    | 58,191    |
| 8     | 49,572    | 51,224    | 52,876    | 54,529    | 56,181    | 57,833    | 59,485    | 61,138    | 62,790    | 64,442    |
| 9     | 54,753    | 56,577    | 58,402    | 60,227    | 62,051    | 63,876    | 65,701    | 67,525    | 69,350    | 71,174    |
| 10    | 60,296    | 62,305    | 64,314    | 66,324    | 68,333    | 70,342    | 72,351    | 74,361    | 76,370    | 78,379    |
| 11    | 66,245    | 68,453    | 70,662    | 72,871    | 75,080    | 77,289    | 79,497    | 81,706    | 83,915    | 86,124    |
| 12    | 79,400    | 82,047    | 84,694    | 87,341    | 89,988    | 92,635    | 95,283    | 97,930    | 100,577   | 103,224   |
| 13    | 94,417    | 97,564    | 100,711   | 103,858   | 107,005   | 110,152   | 113,299   | 116,446   | 119,593   | 122,740   |
| 14    | 111,573   | 115,292   | 119,011   | 122,731   | 126,450   | 130,170   | 133,889   | 137,609   | 141,328   | 145,048   |
| 15    | 131,240   | 135,614   | 139,989   | 144,363   | 148,738   | 153,112   | 157,486   | 161,861   | 166,235   | 166,500 * |

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

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/>

**SALARY TABLE 2019-MIL**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.58%**  
**FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI**  
**TOTAL INCREASE: 1.77%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,968 | \$ 23,737 | \$ 24,502 | \$ 25,260 | \$ 26,025 | \$ 26,471 | \$ 27,226 | \$ 27,988 | \$ 28,018 | \$ 28,731 |
| 2     | 25,825    | 26,440    | 27,294    | 28,018    | 28,333    | 29,166    | 29,999    | 30,832    | 31,666    | 32,499    |
| 3     | 28,177    | 29,116    | 30,056    | 30,995    | 31,934    | 32,874    | 33,813    | 34,752    | 35,692    | 36,631    |
| 4     | 31,632    | 32,686    | 33,739    | 34,793    | 35,847    | 36,901    | 37,955    | 39,009    | 40,063    | 41,117    |
| 5     | 35,390    | 36,570    | 37,749    | 38,928    | 40,107    | 41,287    | 42,466    | 43,645    | 44,824    | 46,004    |
| 6     | 39,449    | 40,764    | 42,080    | 43,396    | 44,711    | 46,027    | 47,342    | 48,658    | 49,973    | 51,289    |
| 7     | 43,838    | 45,299    | 46,761    | 48,222    | 49,684    | 51,145    | 52,607    | 54,068    | 55,530    | 56,991    |
| 8     | 48,549    | 50,167    | 51,785    | 53,404    | 55,022    | 56,640    | 58,258    | 59,876    | 61,495    | 63,113    |
| 9     | 53,623    | 55,410    | 57,197    | 58,984    | 60,771    | 62,558    | 64,345    | 66,132    | 67,919    | 69,706    |
| 10    | 59,052    | 61,020    | 62,987    | 64,955    | 66,923    | 68,891    | 70,859    | 72,827    | 74,795    | 76,762    |
| 11    | 64,878    | 67,041    | 69,204    | 71,368    | 73,531    | 75,694    | 77,857    | 80,021    | 82,184    | 84,347    |
| 12    | 77,762    | 80,355    | 82,947    | 85,539    | 88,132    | 90,724    | 93,317    | 95,909    | 98,502    | 101,094   |
| 13    | 92,469    | 95,551    | 98,633    | 101,715   | 104,797   | 107,879   | 110,961   | 114,043   | 117,125   | 120,207   |
| 14    | 109,271   | 112,914   | 116,556   | 120,199   | 123,842   | 127,484   | 131,127   | 134,770   | 138,413   | 142,055   |
| 15    | 128,532   | 132,816   | 137,101   | 141,385   | 145,669   | 149,953   | 154,237   | 158,522   | 162,806   | 166,500 * |

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

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/>



**SALARY TABLE 2019-MSP**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.00%**  
**FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI**  
**TOTAL INCREASE: 1.92%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 23,620 | \$ 24,411 | \$ 25,197 | \$ 25,977 | \$ 26,763 | \$ 27,222 | \$ 27,998 | \$ 28,782 | \$ 28,813 | \$ 29,545 |
| 2     | 26,557    | 27,189    | 28,069    | 28,813    | 29,136    | 29,993    | 30,850    | 31,707    | 32,564    | 33,420    |
| 3     | 28,976    | 29,942    | 30,908    | 31,874    | 32,840    | 33,806    | 34,772    | 35,738    | 36,704    | 37,670    |
| 4     | 32,529    | 33,613    | 34,696    | 35,780    | 36,864    | 37,948    | 39,031    | 40,115    | 41,199    | 42,283    |
| 5     | 36,394    | 37,607    | 38,819    | 40,032    | 41,245    | 42,458    | 43,670    | 44,883    | 46,096    | 47,308    |
| 6     | 40,568    | 41,921    | 43,274    | 44,626    | 45,979    | 47,332    | 48,685    | 50,038    | 51,391    | 52,743    |
| 7     | 45,081    | 46,584    | 48,087    | 49,590    | 51,093    | 52,596    | 54,099    | 55,602    | 57,104    | 58,607    |
| 8     | 49,926    | 51,590    | 53,254    | 54,918    | 56,582    | 58,247    | 59,911    | 61,575    | 63,239    | 64,903    |
| 9     | 55,144    | 56,982    | 58,819    | 60,657    | 62,495    | 64,332    | 66,170    | 68,008    | 69,845    | 71,683    |
| 10    | 60,727    | 62,750    | 64,774    | 66,798    | 68,821    | 70,845    | 72,869    | 74,892    | 76,916    | 78,940    |
| 11    | 66,718    | 68,943    | 71,167    | 73,392    | 75,616    | 77,841    | 80,066    | 82,290    | 84,515    | 86,739    |
| 12    | 79,968    | 82,634    | 85,300    | 87,966    | 90,632    | 93,298    | 95,964    | 98,630    | 101,296   | 103,962   |
| 13    | 95,092    | 98,261    | 101,431   | 104,600   | 107,770   | 110,939   | 114,109   | 117,278   | 120,447   | 123,617   |
| 14    | 112,370   | 116,116   | 119,862   | 123,608   | 127,354   | 131,100   | 134,846   | 138,592   | 142,338   | 146,084   |
| 15    | 132,178   | 136,584   | 140,989   | 145,395   | 149,801   | 154,206   | 158,612   | 163,018   | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-NY**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.06%**  
**FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA**  
**TOTAL INCREASE: 2.11%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 25,345 | \$ 26,194 | \$ 27,038 | \$ 27,875 | \$ 28,718 | \$ 29,211 | \$ 30,044 | \$ 30,885 | \$ 30,918 | \$ 31,704 |
| 2     | 28,497    | 29,176    | 30,119    | 30,918    | 31,265    | 32,185    | 33,104    | 34,023    | 34,943    | 35,862    |
| 3     | 31,093    | 32,130    | 33,167    | 34,203    | 35,240    | 36,276    | 37,313    | 38,349    | 39,386    | 40,422    |
| 4     | 34,906    | 36,069    | 37,232    | 38,394    | 39,557    | 40,720    | 41,883    | 43,046    | 44,209    | 45,372    |
| 5     | 39,053    | 40,354    | 41,656    | 42,957    | 44,258    | 45,560    | 46,861    | 48,162    | 49,464    | 50,765    |
| 6     | 43,532    | 44,984    | 46,435    | 47,887    | 49,339    | 50,790    | 52,242    | 53,694    | 55,145    | 56,597    |
| 7     | 48,375    | 49,988    | 51,601    | 53,213    | 54,826    | 56,439    | 58,051    | 59,664    | 61,277    | 62,889    |
| 8     | 53,574    | 55,360    | 57,145    | 58,931    | 60,717    | 62,502    | 64,288    | 66,074    | 67,859    | 69,645    |
| 9     | 59,173    | 61,145    | 63,117    | 65,089    | 67,061    | 69,033    | 71,005    | 72,977    | 74,949    | 76,921    |
| 10    | 65,163    | 67,335    | 69,507    | 71,678    | 73,850    | 76,021    | 78,193    | 80,364    | 82,536    | 84,707    |
| 11    | 71,593    | 73,980    | 76,367    | 78,754    | 81,141    | 83,528    | 85,916    | 88,303    | 90,690    | 93,077    |
| 12    | 85,810    | 88,671    | 91,532    | 94,393    | 97,254    | 100,114   | 102,975   | 105,836   | 108,697   | 111,558   |
| 13    | 102,040   | 105,441   | 108,842   | 112,243   | 115,644   | 119,045   | 122,446   | 125,847   | 129,248   | 132,649   |
| 14    | 120,580   | 124,600   | 128,620   | 132,640   | 136,659   | 140,679   | 144,699   | 148,719   | 152,738   | 156,758   |
| 15    | 141,835   | 146,563   | 151,291   | 156,018   | 160,746   | 165,473   | 166,500 * | 166,500 * | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-OM**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.87%**  
**FOR THE LOCALITY PAY AREA OF OMAHA-COUNCIL BLUFFS-FREMONT, NE-IA**  
**TOTAL INCREASE: 1.84%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,071 | \$ 22,810 | \$ 23,545 | \$ 24,274 | \$ 25,008 | \$ 25,437 | \$ 26,162 | \$ 26,895 | \$ 26,924 | \$ 27,608 |
| 2     | 24,816    | 25,407    | 26,228    | 26,924    | 27,226    | 28,027    | 28,827    | 29,628    | 30,429    | 31,229    |
| 3     | 27,077    | 27,979    | 28,882    | 29,784    | 30,687    | 31,590    | 32,492    | 33,395    | 34,298    | 35,200    |
| 4     | 30,396    | 31,409    | 32,422    | 33,434    | 34,447    | 35,460    | 36,472    | 37,485    | 38,498    | 39,511    |
| 5     | 34,008    | 35,141    | 36,274    | 37,407    | 38,541    | 39,674    | 40,807    | 41,940    | 43,074    | 44,207    |
| 6     | 37,908    | 39,172    | 40,436    | 41,700    | 42,965    | 44,229    | 45,493    | 46,757    | 48,021    | 49,285    |
| 7     | 42,126    | 43,530    | 44,934    | 46,339    | 47,743    | 49,147    | 50,552    | 51,956    | 53,360    | 54,765    |
| 8     | 46,653    | 48,208    | 49,763    | 51,318    | 52,873    | 54,428    | 55,983    | 57,538    | 59,093    | 60,648    |
| 9     | 51,529    | 53,246    | 54,963    | 56,680    | 58,397    | 60,115    | 61,832    | 63,549    | 65,266    | 66,983    |
| 10    | 56,745    | 58,636    | 60,527    | 62,418    | 64,309    | 66,200    | 68,091    | 69,982    | 71,873    | 73,764    |
| 11    | 62,344    | 64,423    | 66,501    | 68,580    | 70,659    | 72,737    | 74,816    | 76,895    | 78,974    | 81,052    |
| 12    | 74,725    | 77,216    | 79,707    | 82,198    | 84,689    | 87,181    | 89,672    | 92,163    | 94,654    | 97,145    |
| 13    | 88,857    | 91,819    | 94,781    | 97,742    | 100,704   | 103,665   | 106,627   | 109,589   | 112,550   | 115,512   |
| 14    | 105,003   | 108,503   | 112,003   | 115,504   | 119,004   | 122,505   | 126,005   | 129,506   | 133,006   | 136,506   |
| 15    | 123,512   | 127,628   | 131,745   | 135,862   | 139,979   | 144,096   | 148,213   | 152,330   | 156,447   | 160,563   |

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/>

**SALARY TABLE 2019-PB**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.33%**  
**FOR THE LOCALITY PAY AREA OF PALM BAY-MELBOURNE-TITUSVILLE, FL**  
**TOTAL INCREASE: 1.75%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,159 | \$ 22,901 | \$ 23,638 | \$ 24,370 | \$ 25,108 | \$ 25,538 | \$ 26,266 | \$ 27,001 | \$ 27,030 | \$ 27,718 |
| 2     | 24,914    | 25,508    | 26,332    | 27,030    | 27,334    | 28,138    | 28,942    | 29,746    | 30,549    | 31,353    |
| 3     | 27,184    | 28,090    | 28,996    | 29,903    | 30,809    | 31,715    | 32,621    | 33,527    | 34,434    | 35,340    |
| 4     | 30,517    | 31,534    | 32,550    | 33,567    | 34,584    | 35,600    | 36,617    | 37,634    | 38,651    | 39,667    |
| 5     | 34,143    | 35,281    | 36,418    | 37,556    | 38,694    | 39,831    | 40,969    | 42,107    | 43,245    | 44,382    |
| 6     | 38,059    | 39,328    | 40,597    | 41,866    | 43,135    | 44,404    | 45,673    | 46,943    | 48,212    | 49,481    |
| 7     | 42,293    | 43,703    | 45,113    | 46,523    | 47,933    | 49,343    | 50,752    | 52,162    | 53,572    | 54,982    |
| 8     | 46,838    | 48,399    | 49,960    | 51,521    | 53,083    | 54,644    | 56,205    | 57,766    | 59,327    | 60,888    |
| 9     | 51,733    | 53,457    | 55,181    | 56,905    | 58,629    | 60,353    | 62,077    | 63,801    | 65,525    | 67,249    |
| 10    | 56,970    | 58,869    | 60,767    | 62,666    | 64,564    | 66,463    | 68,361    | 70,260    | 72,158    | 74,057    |
| 11    | 62,591    | 64,678    | 66,765    | 68,852    | 70,939    | 73,026    | 75,113    | 77,200    | 79,287    | 81,374    |
| 12    | 75,021    | 77,522    | 80,023    | 82,525    | 85,026    | 87,527    | 90,028    | 92,529    | 95,030    | 97,531    |
| 13    | 89,210    | 92,183    | 95,157    | 98,130    | 101,104   | 104,077   | 107,050   | 110,024   | 112,997   | 115,971   |
| 14    | 105,419   | 108,934   | 112,448   | 115,962   | 119,477   | 122,991   | 126,505   | 130,020   | 133,534   | 137,048   |
| 15    | 124,002   | 128,135   | 132,268   | 136,402   | 140,535   | 144,668   | 148,801   | 152,934   | 157,068   | 161,201   |

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/>

**SALARY TABLE 2019-PHL**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.30%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD**  
**TOTAL INCREASE: 1.98%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 23,867 | \$ 24,667 | \$ 25,461 | \$ 26,249 | \$ 27,043 | \$ 27,507 | \$ 28,291 | \$ 29,083 | \$ 29,115 | \$ 29,855 |
| 2     | 26,836    | 27,475    | 28,363    | 29,115    | 29,442    | 30,308    | 31,173    | 32,039    | 32,905    | 33,771    |
| 3     | 29,280    | 30,256    | 31,232    | 32,208    | 33,184    | 34,161    | 35,137    | 36,113    | 37,089    | 38,065    |
| 4     | 32,870    | 33,965    | 35,060    | 36,155    | 37,250    | 38,346    | 39,441    | 40,536    | 41,631    | 42,726    |
| 5     | 36,776    | 38,001    | 39,226    | 40,452    | 41,677    | 42,903    | 44,128    | 45,354    | 46,579    | 47,804    |
| 6     | 40,993    | 42,360    | 43,727    | 45,094    | 46,461    | 47,828    | 49,195    | 50,562    | 51,929    | 53,296    |
| 7     | 45,554    | 47,073    | 48,591    | 50,110    | 51,629    | 53,147    | 54,666    | 56,185    | 57,703    | 59,222    |
| 8     | 50,450    | 52,131    | 53,813    | 55,494    | 57,176    | 58,857    | 60,539    | 62,220    | 63,902    | 65,583    |
| 9     | 55,722    | 57,579    | 59,436    | 61,293    | 63,150    | 65,007    | 66,864    | 68,721    | 70,578    | 72,435    |
| 10    | 61,363    | 63,408    | 65,453    | 67,498    | 69,543    | 71,588    | 73,633    | 75,677    | 77,722    | 79,767    |
| 11    | 67,418    | 69,666    | 71,913    | 74,161    | 76,409    | 78,657    | 80,905    | 83,153    | 85,401    | 87,649    |
| 12    | 80,806    | 83,500    | 86,194    | 88,888    | 91,582    | 94,276    | 96,970    | 99,664    | 102,358   | 105,052   |
| 13    | 96,089    | 99,291    | 102,494   | 105,697   | 108,899   | 112,102   | 115,305   | 118,507   | 121,710   | 124,913   |
| 14    | 113,548   | 117,333   | 121,119   | 124,904   | 128,689   | 132,475   | 136,260   | 140,045   | 143,831   | 147,616   |
| 15    | 133,564   | 138,015   | 142,467   | 146,919   | 151,371   | 155,823   | 160,275   | 164,727   | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-PX**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.60%**  
**FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ**  
**TOTAL INCREASE: 1.83%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,781 | \$ 23,544 | \$ 24,303 | \$ 25,055 | \$ 25,813 | \$ 26,256 | \$ 27,004 | \$ 27,760 | \$ 27,790 | \$ 28,497 |
| 2     | 25,615    | 26,225    | 27,073    | 27,790    | 28,102    | 28,929    | 29,755    | 30,582    | 31,408    | 32,235    |
| 3     | 27,948    | 28,880    | 29,811    | 30,743    | 31,675    | 32,607    | 33,538    | 34,470    | 35,402    | 36,333    |
| 4     | 31,375    | 32,420    | 33,465    | 34,511    | 35,556    | 36,601    | 37,646    | 38,692    | 39,737    | 40,782    |
| 5     | 35,103    | 36,272    | 37,442    | 38,612    | 39,781    | 40,951    | 42,121    | 43,290    | 44,460    | 45,630    |
| 6     | 39,128    | 40,433    | 41,738    | 43,043    | 44,348    | 45,653    | 46,957    | 48,262    | 49,567    | 50,872    |
| 7     | 43,482    | 44,931    | 46,381    | 47,830    | 49,280    | 50,730    | 52,179    | 53,629    | 55,078    | 56,528    |
| 8     | 48,155    | 49,760    | 51,365    | 52,970    | 54,575    | 56,180    | 57,785    | 59,390    | 60,995    | 62,600    |
| 9     | 53,187    | 54,960    | 56,732    | 58,505    | 60,277    | 62,050    | 63,822    | 65,595    | 67,367    | 69,140    |
| 10    | 58,572    | 60,524    | 62,475    | 64,427    | 66,379    | 68,331    | 70,283    | 72,235    | 74,187    | 76,139    |
| 11    | 64,351    | 66,496    | 68,642    | 70,788    | 72,933    | 75,079    | 77,225    | 79,370    | 81,516    | 83,661    |
| 12    | 77,130    | 79,701    | 82,273    | 84,844    | 87,416    | 89,987    | 92,558    | 95,130    | 97,701    | 100,273   |
| 13    | 91,718    | 94,775    | 97,832    | 100,889   | 103,946   | 107,003   | 110,060   | 113,116   | 116,173   | 119,230   |
| 14    | 108,383   | 111,996   | 115,609   | 119,222   | 122,835   | 126,448   | 130,061   | 133,675   | 137,288   | 140,901   |
| 15    | 127,488   | 131,737   | 135,986   | 140,236   | 144,485   | 148,735   | 152,984   | 157,233   | 161,483   | 165,732   |

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/>

**SALARY TABLE 2019-PIT**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.86%**  
**FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV**  
**TOTAL INCREASE: 1.84%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,640 | \$ 23,399 | \$ 24,152 | \$ 24,900 | \$ 25,654 | \$ 26,093 | \$ 26,837 | \$ 27,589 | \$ 27,618 | \$ 28,321 |
| 2     | 25,456    | 26,062    | 26,905    | 27,618    | 27,929    | 28,750    | 29,571    | 30,393    | 31,214    | 32,035    |
| 3     | 27,775    | 28,701    | 29,627    | 30,553    | 31,479    | 32,405    | 33,331    | 34,257    | 35,183    | 36,108    |
| 4     | 31,181    | 32,219    | 33,258    | 34,297    | 35,336    | 36,375    | 37,414    | 38,452    | 39,491    | 40,530    |
| 5     | 34,885    | 36,048    | 37,210    | 38,373    | 39,535    | 40,698    | 41,860    | 43,023    | 44,185    | 45,347    |
| 6     | 38,886    | 40,183    | 41,480    | 42,777    | 44,073    | 45,370    | 46,667    | 47,964    | 49,260    | 50,557    |
| 7     | 43,213    | 44,653    | 46,094    | 47,534    | 48,975    | 50,416    | 51,856    | 53,297    | 54,737    | 56,178    |
| 8     | 47,857    | 49,452    | 51,047    | 52,642    | 54,237    | 55,832    | 57,427    | 59,022    | 60,617    | 62,213    |
| 9     | 52,858    | 54,620    | 56,381    | 58,143    | 59,904    | 61,666    | 63,427    | 65,189    | 66,950    | 68,712    |
| 10    | 58,209    | 60,149    | 62,089    | 64,029    | 65,968    | 67,908    | 69,848    | 71,788    | 73,728    | 75,667    |
| 11    | 63,953    | 66,085    | 68,217    | 70,350    | 72,482    | 74,614    | 76,747    | 78,879    | 81,011    | 83,144    |
| 12    | 76,653    | 79,208    | 81,764    | 84,319    | 86,875    | 89,430    | 91,986    | 94,541    | 97,097    | 99,652    |
| 13    | 91,150    | 94,188    | 97,226    | 100,264   | 103,302   | 106,340   | 109,379   | 112,417   | 115,455   | 118,493   |
| 14    | 107,712   | 111,303   | 114,894   | 118,484   | 122,075   | 125,666   | 129,257   | 132,847   | 136,438   | 140,029   |
| 15    | 126,699   | 130,922   | 135,145   | 139,368   | 143,591   | 147,814   | 152,037   | 156,260   | 160,484   | 164,707   |

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/>

**SALARY TABLE 2019-POR**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.13%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA**  
**TOTAL INCREASE: 1.90%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 23,454 | \$ 24,239 | \$ 25,020 | \$ 25,795 | \$ 26,575 | \$ 27,031 | \$ 27,802 | \$ 28,580 | \$ 28,610 | \$ 29,338 |
| 2     | 26,371    | 26,999    | 27,872    | 28,610    | 28,932    | 29,783    | 30,634    | 31,484    | 32,335    | 33,186    |
| 3     | 28,773    | 29,732    | 30,691    | 31,651    | 32,610    | 33,569    | 34,528    | 35,487    | 36,446    | 37,406    |
| 4     | 32,301    | 33,377    | 34,453    | 35,529    | 36,605    | 37,681    | 38,758    | 39,834    | 40,910    | 41,986    |
| 5     | 36,139    | 37,343    | 38,547    | 39,751    | 40,956    | 42,160    | 43,364    | 44,568    | 45,772    | 46,977    |
| 6     | 40,283    | 41,627    | 42,970    | 44,313    | 45,657    | 47,000    | 48,343    | 49,687    | 51,030    | 52,373    |
| 7     | 44,765    | 46,257    | 47,750    | 49,242    | 50,734    | 52,227    | 53,719    | 55,211    | 56,704    | 58,196    |
| 8     | 49,576    | 51,228    | 52,881    | 54,533    | 56,185    | 57,838    | 59,490    | 61,143    | 62,795    | 64,447    |
| 9     | 54,757    | 56,582    | 58,407    | 60,232    | 62,056    | 63,881    | 65,706    | 67,531    | 69,355    | 71,180    |
| 10    | 60,300    | 62,310    | 64,319    | 66,329    | 68,338    | 70,348    | 72,357    | 74,367    | 76,376    | 78,386    |
| 11    | 66,250    | 68,459    | 70,668    | 72,877    | 75,086    | 77,295    | 79,504    | 81,713    | 83,922    | 86,131    |
| 12    | 79,407    | 82,054    | 84,701    | 87,348    | 89,996    | 92,643    | 95,290    | 97,938    | 100,585   | 103,232   |
| 13    | 94,425    | 97,572    | 100,719   | 103,866   | 107,014   | 110,161   | 113,308   | 116,455   | 119,602   | 122,750   |
| 14    | 111,582   | 115,301   | 119,021   | 122,741   | 126,461   | 130,180   | 133,900   | 137,620   | 141,340   | 145,059   |
| 15    | 131,250   | 135,625   | 140,000   | 144,375   | 148,750   | 153,124   | 157,499   | 161,874   | 166,249   | 166,500 * |

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

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/>



**SALARY TABLE 2019-RA**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.99%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC**  
**TOTAL INCREASE: 1.80%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,856 | \$ 23,621 | \$ 24,382 | \$ 25,137 | \$ 25,897 | \$ 26,341 | \$ 27,093 | \$ 27,851 | \$ 27,881 | \$ 28,590 |
| 2     | 25,698    | 26,310    | 27,161    | 27,881    | 28,194    | 29,023    | 29,852    | 30,681    | 31,511    | 32,340    |
| 3     | 28,039    | 28,974    | 29,909    | 30,843    | 31,778    | 32,713    | 33,648    | 34,582    | 35,517    | 36,452    |
| 4     | 31,477    | 32,526    | 33,574    | 34,623    | 35,672    | 36,721    | 37,769    | 38,818    | 39,867    | 40,915    |
| 5     | 35,217    | 36,391    | 37,564    | 38,738    | 39,911    | 41,085    | 42,258    | 43,432    | 44,605    | 45,779    |
| 6     | 39,256    | 40,565    | 41,874    | 43,183    | 44,492    | 45,801    | 47,110    | 48,420    | 49,729    | 51,038    |
| 7     | 43,624    | 45,078    | 46,532    | 47,986    | 49,441    | 50,895    | 52,349    | 53,804    | 55,258    | 56,712    |
| 8     | 48,312    | 49,922    | 51,532    | 53,142    | 54,753    | 56,363    | 57,973    | 59,583    | 61,194    | 62,804    |
| 9     | 53,361    | 55,139    | 56,917    | 58,696    | 60,474    | 62,252    | 64,030    | 65,809    | 67,587    | 69,365    |
| 10    | 58,763    | 60,721    | 62,679    | 64,637    | 66,596    | 68,554    | 70,512    | 72,470    | 74,429    | 76,387    |
| 11    | 64,561    | 66,713    | 68,866    | 71,018    | 73,171    | 75,324    | 77,476    | 79,629    | 81,782    | 83,934    |
| 12    | 77,382    | 79,961    | 82,541    | 85,121    | 87,701    | 90,280    | 92,860    | 95,440    | 98,020    | 100,600   |
| 13    | 92,017    | 95,084    | 98,151    | 101,218   | 104,285   | 107,351   | 110,418   | 113,485   | 116,552   | 119,619   |
| 14    | 108,736   | 112,361   | 115,986   | 119,611   | 123,236   | 126,861   | 130,486   | 134,110   | 137,735   | 141,360   |
| 15    | 127,903   | 132,167   | 136,430   | 140,693   | 144,956   | 149,220   | 153,483   | 157,746   | 162,009   | 166,273   |

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/>

**SALARY TABLE 2019-RCH**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.38%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**TOTAL INCREASE: 1.90%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,740 | \$ 23,501 | \$ 24,258 | \$ 25,009 | \$ 25,766 | \$ 26,207 | \$ 26,955 | \$ 27,709 | \$ 27,739 | \$ 28,445 |
| 2     | 25,568    | 26,176    | 27,023    | 27,739    | 28,051    | 28,876    | 29,701    | 30,525    | 31,350    | 32,175    |
| 3     | 27,897    | 28,827    | 29,757    | 30,687    | 31,617    | 32,547    | 33,477    | 34,407    | 35,336    | 36,266    |
| 4     | 31,317    | 32,360    | 33,404    | 34,447    | 35,490    | 36,534    | 37,577    | 38,621    | 39,664    | 40,707    |
| 5     | 35,038    | 36,206    | 37,373    | 38,541    | 39,708    | 40,876    | 42,043    | 43,211    | 44,378    | 45,546    |
| 6     | 39,056    | 40,359    | 41,661    | 42,964    | 44,266    | 45,569    | 46,871    | 48,173    | 49,476    | 50,778    |
| 7     | 43,402    | 44,849    | 46,296    | 47,742    | 49,189    | 50,636    | 52,083    | 53,530    | 54,977    | 56,424    |
| 8     | 48,066    | 49,668    | 51,270    | 52,872    | 54,474    | 56,076    | 57,678    | 59,281    | 60,883    | 62,485    |
| 9     | 53,089    | 54,859    | 56,628    | 58,397    | 60,166    | 61,936    | 63,705    | 65,474    | 67,243    | 69,012    |
| 10    | 58,464    | 60,412    | 62,361    | 64,309    | 66,257    | 68,205    | 70,154    | 72,102    | 74,050    | 75,999    |
| 11    | 64,232    | 66,374    | 68,516    | 70,657    | 72,799    | 74,941    | 77,082    | 79,224    | 81,366    | 83,508    |
| 12    | 76,988    | 79,555    | 82,122    | 84,688    | 87,255    | 89,822    | 92,388    | 94,955    | 97,522    | 100,088   |
| 13    | 91,549    | 94,600    | 97,652    | 100,703   | 103,754   | 106,806   | 109,857   | 112,908   | 115,960   | 119,011   |
| 14    | 108,183   | 111,790   | 115,396   | 119,003   | 122,609   | 126,216   | 129,822   | 133,429   | 137,035   | 140,642   |
| 15    | 127,253   | 131,495   | 135,736   | 139,978   | 144,219   | 148,461   | 152,703   | 156,944   | 161,186   | 165,427   |

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/>

**SALARY TABLE 2019-SAC**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.59%**  
**FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV**  
**TOTAL INCREASE: 1.99%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 23,922 | \$ 24,724 | \$ 25,520 | \$ 26,310 | \$ 27,106 | \$ 27,571 | \$ 28,357 | \$ 29,151 | \$ 29,182 | \$ 29,924 |
| 2     | 26,898    | 27,538    | 28,429    | 29,182    | 29,510    | 30,378    | 31,246    | 32,113    | 32,981    | 33,849    |
| 3     | 29,348    | 30,326    | 31,305    | 32,283    | 33,261    | 34,240    | 35,218    | 36,196    | 37,175    | 38,153    |
| 4     | 32,946    | 34,044    | 35,141    | 36,239    | 37,337    | 38,434    | 39,532    | 40,630    | 41,727    | 42,825    |
| 5     | 36,861    | 38,089    | 39,317    | 40,545    | 41,774    | 43,002    | 44,230    | 45,459    | 46,687    | 47,915    |
| 6     | 41,088    | 42,458    | 43,828    | 45,199    | 46,569    | 47,939    | 49,309    | 50,679    | 52,050    | 53,420    |
| 7     | 45,660    | 47,182    | 48,704    | 50,226    | 51,748    | 53,270    | 54,792    | 56,315    | 57,837    | 59,359    |
| 8     | 50,566    | 52,252    | 53,937    | 55,623    | 57,308    | 58,993    | 60,679    | 62,364    | 64,050    | 65,735    |
| 9     | 55,851    | 57,712    | 59,574    | 61,435    | 63,296    | 65,157    | 67,019    | 68,880    | 70,741    | 72,602    |
| 10    | 61,505    | 63,555    | 65,604    | 67,654    | 69,704    | 71,753    | 73,803    | 75,853    | 77,902    | 79,952    |
| 11    | 67,574    | 69,827    | 72,080    | 74,333    | 76,586    | 78,839    | 81,092    | 83,345    | 85,598    | 87,851    |
| 12    | 80,993    | 83,693    | 86,393    | 89,094    | 91,794    | 94,494    | 97,194    | 99,894    | 102,594   | 105,295   |
| 13    | 96,311    | 99,521    | 102,731   | 105,941   | 109,152   | 112,362   | 115,572   | 118,782   | 121,992   | 125,202   |
| 14    | 113,811   | 117,605   | 121,399   | 125,193   | 128,987   | 132,781   | 136,575   | 140,369   | 144,164   | 147,958   |
| 15    | 133,873   | 138,335   | 142,797   | 147,259   | 151,722   | 156,184   | 160,646   | 165,108   | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-SO**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.07%**  
**FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX**  
**TOTAL INCREASE: 2.02%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,109 | \$ 22,850 | \$ 23,585 | \$ 24,316 | \$ 25,051 | \$ 25,481 | \$ 26,207 | \$ 26,941 | \$ 26,970 | \$ 27,656 |
| 2     | 24,859    | 25,451    | 26,274    | 26,970    | 27,273    | 28,075    | 28,877    | 29,679    | 30,481    | 31,283    |
| 3     | 27,123    | 28,027    | 28,932    | 29,836    | 30,740    | 31,644    | 32,548    | 33,453    | 34,357    | 35,261    |
| 4     | 30,449    | 31,463    | 32,478    | 33,492    | 34,506    | 35,521    | 36,535    | 37,550    | 38,564    | 39,579    |
| 5     | 34,067    | 35,202    | 36,337    | 37,472    | 38,607    | 39,742    | 40,878    | 42,013    | 43,148    | 44,283    |
| 6     | 37,973    | 39,240    | 40,506    | 41,772    | 43,039    | 44,305    | 45,571    | 46,838    | 48,104    | 49,370    |
| 7     | 42,198    | 43,605    | 45,012    | 46,419    | 47,825    | 49,232    | 50,639    | 52,046    | 53,453    | 54,859    |
| 8     | 46,733    | 48,291    | 49,849    | 51,406    | 52,964    | 54,522    | 56,079    | 57,637    | 59,195    | 60,752    |
| 9     | 51,617    | 53,338    | 55,058    | 56,778    | 58,498    | 60,218    | 61,938    | 63,659    | 65,379    | 67,099    |
| 10    | 56,843    | 58,737    | 60,631    | 62,526    | 64,420    | 66,314    | 68,209    | 70,103    | 71,997    | 73,891    |
| 11    | 62,451    | 64,534    | 66,616    | 68,698    | 70,781    | 72,863    | 74,945    | 77,028    | 79,110    | 81,192    |
| 12    | 74,854    | 77,349    | 79,845    | 82,340    | 84,836    | 87,331    | 89,827    | 92,322    | 94,818    | 97,313    |
| 13    | 89,011    | 91,977    | 94,944    | 97,911    | 100,878   | 103,844   | 106,811   | 109,778   | 112,745   | 115,711   |
| 14    | 105,184   | 108,690   | 112,197   | 115,703   | 119,210   | 122,716   | 126,223   | 129,729   | 133,236   | 136,742   |
| 15    | 123,725   | 127,849   | 131,973   | 136,097   | 140,221   | 144,345   | 148,469   | 152,593   | 156,717   | 160,841   |

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/>

**SALARY TABLE 2019-SD**  
**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**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 24,534 | \$ 25,356 | \$ 26,172 | \$ 26,982 | \$ 27,799 | \$ 28,275 | \$ 29,082 | \$ 29,896 | \$ 29,928 | \$ 30,689 |
| 2     | 27,585    | 28,242    | 29,155    | 29,928    | 30,264    | 31,154    | 32,044    | 32,934    | 33,824    | 34,714    |
| 3     | 30,098    | 31,101    | 32,105    | 33,108    | 34,111    | 35,115    | 36,118    | 37,121    | 38,125    | 39,128    |
| 4     | 33,788    | 34,914    | 36,040    | 37,165    | 38,291    | 39,417    | 40,542    | 41,668    | 42,794    | 43,920    |
| 5     | 37,803    | 39,062    | 40,322    | 41,582    | 42,841    | 44,101    | 45,361    | 46,620    | 47,880    | 49,140    |
| 6     | 42,138    | 43,543    | 44,949    | 46,354    | 47,759    | 49,164    | 50,569    | 51,975    | 53,380    | 54,785    |
| 7     | 46,827    | 48,388    | 49,949    | 51,510    | 53,071    | 54,632    | 56,193    | 57,754    | 59,315    | 60,876    |
| 8     | 51,859    | 53,587    | 55,316    | 57,044    | 58,773    | 60,501    | 62,230    | 63,958    | 65,687    | 67,415    |
| 9     | 57,279    | 59,187    | 61,096    | 63,005    | 64,914    | 66,823    | 68,732    | 70,640    | 72,549    | 74,458    |
| 10    | 63,077    | 65,179    | 67,281    | 69,383    | 71,485    | 73,587    | 75,689    | 77,791    | 79,893    | 81,995    |
| 11    | 69,301    | 71,612    | 73,922    | 76,233    | 78,544    | 80,854    | 83,165    | 85,476    | 87,786    | 90,097    |
| 12    | 83,063    | 85,832    | 88,602    | 91,371    | 94,140    | 96,909    | 99,678    | 102,448   | 105,217   | 107,986   |
| 13    | 98,773    | 102,065   | 105,357   | 108,649   | 111,941   | 115,233   | 118,526   | 121,818   | 125,110   | 128,402   |
| 14    | 116,720   | 120,611   | 124,502   | 128,393   | 132,284   | 136,175   | 140,066   | 143,957   | 147,848   | 151,739   |
| 15    | 137,294   | 141,871   | 146,447   | 151,023   | 155,599   | 160,176   | 164,752   | 166,500 * | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-SF**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 40.35%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**TOTAL INCREASE: 2.18%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 26,734 | \$ 27,629 | \$ 28,519 | \$ 29,402 | \$ 30,292 | \$ 30,811 | \$ 31,690 | \$ 32,577 | \$ 32,612 | \$ 33,441 |
| 2     | 30,059    | 30,775    | 31,770    | 32,612    | 32,978    | 33,948    | 34,918    | 35,887    | 36,857    | 37,827    |
| 3     | 32,797    | 33,890    | 34,984    | 36,077    | 37,170    | 38,264    | 39,357    | 40,450    | 41,544    | 42,637    |
| 4     | 36,818    | 38,045    | 39,271    | 40,498    | 41,725    | 42,951    | 44,178    | 45,405    | 46,631    | 47,858    |
| 5     | 41,193    | 42,565    | 43,938    | 45,311    | 46,683    | 48,056    | 49,428    | 50,801    | 52,174    | 53,546    |
| 6     | 45,917    | 47,448    | 48,979    | 50,511    | 52,042    | 53,573    | 55,104    | 56,635    | 58,167    | 59,698    |
| 7     | 51,026    | 52,727    | 54,428    | 56,129    | 57,830    | 59,531    | 61,232    | 62,933    | 64,634    | 66,335    |
| 8     | 56,509    | 58,393    | 60,276    | 62,160    | 64,043    | 65,927    | 67,810    | 69,694    | 71,577    | 73,461    |
| 9     | 62,415    | 64,495    | 66,575    | 68,655    | 70,735    | 72,815    | 74,895    | 76,975    | 79,055    | 81,135    |
| 10    | 68,734    | 71,024    | 73,315    | 75,605    | 77,896    | 80,186    | 82,477    | 84,767    | 87,058    | 89,348    |
| 11    | 75,515    | 78,033    | 80,551    | 83,069    | 85,587    | 88,105    | 90,623    | 93,140    | 95,658    | 98,176    |
| 12    | 90,512    | 93,529    | 96,547    | 99,564    | 102,582   | 105,599   | 108,617   | 111,634   | 114,652   | 117,669   |
| 13    | 107,630   | 111,218   | 114,805   | 118,392   | 121,980   | 125,567   | 129,154   | 132,742   | 136,329   | 139,916   |
| 14    | 127,187   | 131,427   | 135,667   | 139,906   | 144,146   | 148,386   | 152,626   | 156,866   | 161,106   | 165,346   |
| 15    | 149,606   | 154,593   | 159,579   | 164,566   | 166,500 * | 166,500 * | 166,500 * | 166,500 * | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-SEA  
 INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.04%  
 FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA  
 TOTAL INCREASE: 2.15%  
 EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 24,008 | \$ 24,812 | \$ 25,611 | \$ 26,404 | \$ 27,203 | \$ 27,670 | \$ 28,459 | \$ 29,255 | \$ 29,287 | \$ 30,032 |
| 2     | 26,994    | 27,637    | 28,530    | 29,287    | 29,616    | 30,487    | 31,357    | 32,228    | 33,099    | 33,970    |
| 3     | 29,453    | 30,435    | 31,417    | 32,399    | 33,380    | 34,362    | 35,344    | 36,326    | 37,308    | 38,290    |
| 4     | 33,064    | 34,166    | 35,267    | 36,369    | 37,470    | 38,572    | 39,674    | 40,775    | 41,877    | 42,978    |
| 5     | 36,993    | 38,225    | 39,458    | 40,691    | 41,923    | 43,156    | 44,389    | 45,621    | 46,854    | 48,087    |
| 6     | 41,235    | 42,610    | 43,985    | 45,361    | 46,736    | 48,111    | 49,486    | 50,861    | 52,236    | 53,611    |
| 7     | 45,823    | 47,351    | 48,878    | 50,406    | 51,934    | 53,461    | 54,989    | 56,516    | 58,044    | 59,572    |
| 8     | 50,747    | 52,439    | 54,130    | 55,822    | 57,513    | 59,205    | 60,896    | 62,588    | 64,279    | 65,971    |
| 9     | 56,051    | 57,919    | 59,787    | 61,655    | 63,523    | 65,391    | 67,259    | 69,127    | 70,995    | 72,862    |
| 10    | 61,726    | 63,783    | 65,840    | 67,896    | 69,953    | 72,010    | 74,067    | 76,124    | 78,181    | 80,238    |
| 11    | 67,816    | 70,077    | 72,338    | 74,599    | 76,860    | 79,122    | 81,383    | 83,644    | 85,905    | 88,166    |
| 12    | 81,283    | 83,993    | 86,703    | 89,413    | 92,123    | 94,832    | 97,542    | 100,252   | 102,962   | 105,672   |
| 13    | 96,656    | 99,878    | 103,099   | 106,321   | 109,543   | 112,764   | 115,986   | 119,207   | 122,429   | 125,651   |
| 14    | 114,219   | 118,026   | 121,834   | 125,642   | 129,449   | 133,257   | 137,065   | 140,872   | 144,680   | 148,488   |
| 15    | 134,352   | 138,831   | 143,309   | 147,787   | 152,265   | 156,743   | 161,222   | 165,700   | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-SL**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.05%**  
**FOR THE LOCALITY PAY AREA OF ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL**  
**TOTAL INCREASE: 1.90%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,296 | \$ 23,042 | \$ 23,785 | \$ 24,521 | \$ 25,263 | \$ 25,696 | \$ 26,429 | \$ 27,168 | \$ 27,198 | \$ 27,890 |
| 2     | 25,069    | 25,666    | 26,495    | 27,198    | 27,503    | 28,312    | 29,121    | 29,930    | 30,739    | 31,547    |
| 3     | 27,352    | 28,264    | 29,176    | 30,088    | 31,000    | 31,911    | 32,823    | 33,735    | 34,647    | 35,559    |
| 4     | 30,706    | 31,729    | 32,752    | 33,775    | 34,798    | 35,821    | 36,844    | 37,867    | 38,890    | 39,913    |
| 5     | 34,354    | 35,499    | 36,644    | 37,788    | 38,933    | 40,078    | 41,223    | 42,367    | 43,512    | 44,657    |
| 6     | 38,294    | 39,571    | 40,848    | 42,125    | 43,402    | 44,679    | 45,956    | 47,233    | 48,510    | 49,787    |
| 7     | 42,555    | 43,973    | 45,392    | 46,811    | 48,229    | 49,648    | 51,067    | 52,485    | 53,904    | 55,323    |
| 8     | 47,128    | 48,699    | 50,269    | 51,840    | 53,411    | 54,982    | 56,553    | 58,124    | 59,694    | 61,265    |
| 9     | 52,053    | 53,788    | 55,523    | 57,257    | 58,992    | 60,727    | 62,461    | 64,196    | 65,931    | 67,665    |
| 10    | 57,323    | 59,233    | 61,143    | 63,054    | 64,964    | 66,874    | 68,784    | 70,695    | 72,605    | 74,515    |
| 11    | 62,979    | 65,079    | 67,179    | 69,278    | 71,378    | 73,478    | 75,578    | 77,678    | 79,778    | 81,878    |
| 12    | 75,486    | 78,002    | 80,519    | 83,035    | 85,552    | 88,068    | 90,585    | 93,102    | 95,618    | 98,135    |
| 13    | 89,762    | 92,754    | 95,746    | 98,738    | 101,729   | 104,721   | 107,713   | 110,705   | 113,697   | 116,688   |
| 14    | 106,072   | 109,608   | 113,144   | 116,680   | 120,216   | 123,752   | 127,288   | 130,824   | 134,361   | 137,897   |
| 15    | 124,769   | 128,928   | 133,087   | 137,246   | 141,405   | 145,563   | 149,722   | 153,881   | 158,040   | 162,199   |

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/>



**SALARY TABLE 2019-TU**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.68%**  
**FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ**  
**TOTAL INCREASE: 1.85%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,225 | \$ 22,970 | \$ 23,709 | \$ 24,443 | \$ 25,183 | \$ 25,615 | \$ 26,345 | \$ 27,083 | \$ 27,112 | \$ 27,801 |
| 2     | 24,989    | 25,584    | 26,412    | 27,112    | 27,416    | 28,223    | 29,029    | 29,835    | 30,641    | 31,448    |
| 3     | 27,266    | 28,175    | 29,084    | 29,993    | 30,902    | 31,810    | 32,719    | 33,628    | 34,537    | 35,446    |
| 4     | 30,609    | 31,628    | 32,648    | 33,668    | 34,688    | 35,708    | 36,727    | 37,747    | 38,767    | 39,787    |
| 5     | 34,246    | 35,387    | 36,528    | 37,669    | 38,810    | 39,951    | 41,092    | 42,233    | 43,375    | 44,516    |
| 6     | 38,173    | 39,446    | 40,719    | 41,992    | 43,265    | 44,538    | 45,811    | 47,084    | 48,357    | 49,630    |
| 7     | 42,420    | 43,834    | 45,249    | 46,663    | 48,077    | 49,491    | 50,905    | 52,319    | 53,733    | 55,148    |
| 8     | 46,979    | 48,545    | 50,111    | 51,676    | 53,242    | 54,808    | 56,374    | 57,940    | 59,506    | 61,071    |
| 9     | 51,889    | 53,618    | 55,347    | 57,076    | 58,806    | 60,535    | 62,264    | 63,993    | 65,722    | 67,452    |
| 10    | 57,142    | 59,046    | 60,950    | 62,854    | 64,759    | 66,663    | 68,567    | 70,471    | 72,375    | 74,280    |
| 11    | 62,780    | 64,873    | 66,966    | 69,059    | 71,153    | 73,246    | 75,339    | 77,432    | 79,526    | 81,619    |
| 12    | 75,247    | 77,756    | 80,264    | 82,773    | 85,281    | 87,790    | 90,299    | 92,807    | 95,316    | 97,825    |
| 13    | 89,478    | 92,461    | 95,443    | 98,425    | 101,408   | 104,390   | 107,372   | 110,355   | 113,337   | 116,319   |
| 14    | 105,737   | 109,261   | 112,786   | 116,311   | 119,836   | 123,361   | 126,886   | 130,411   | 133,936   | 137,461   |
| 15    | 124,375   | 128,521   | 132,666   | 136,812   | 140,958   | 145,103   | 149,249   | 153,395   | 157,540   | 161,686   |

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/>

**SALARY TABLE 2019-VB**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.91%**  
**FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC**  
**TOTAL INCREASE: 1.87%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,079 | \$ 22,818 | \$ 23,553 | \$ 24,282 | \$ 25,017 | \$ 25,446 | \$ 26,171 | \$ 26,904 | \$ 26,933 | \$ 27,618 |
| 2     | 24,824    | 25,416    | 26,237    | 26,933    | 27,235    | 28,036    | 28,837    | 29,638    | 30,439    | 31,240    |
| 3     | 27,086    | 27,989    | 28,892    | 29,795    | 30,698    | 31,601    | 32,503    | 33,406    | 34,309    | 35,212    |
| 4     | 30,407    | 31,420    | 32,433    | 33,446    | 34,459    | 35,472    | 36,485    | 37,498    | 38,511    | 39,524    |
| 5     | 34,020    | 35,153    | 36,287    | 37,420    | 38,554    | 39,688    | 40,821    | 41,955    | 43,088    | 44,222    |
| 6     | 37,921    | 39,186    | 40,450    | 41,715    | 42,979    | 44,244    | 45,509    | 46,773    | 48,038    | 49,302    |
| 7     | 42,140    | 43,545    | 44,950    | 46,355    | 47,760    | 49,164    | 50,569    | 51,974    | 53,379    | 54,784    |
| 8     | 46,669    | 48,224    | 49,780    | 51,335    | 52,891    | 54,446    | 56,002    | 57,557    | 59,113    | 60,668    |
| 9     | 51,546    | 53,264    | 54,982    | 56,700    | 58,417    | 60,135    | 61,853    | 63,571    | 65,289    | 67,006    |
| 10    | 56,765    | 58,656    | 60,548    | 62,440    | 64,331    | 66,223    | 68,115    | 70,006    | 71,898    | 73,789    |
| 11    | 62,365    | 64,445    | 66,524    | 68,604    | 70,683    | 72,763    | 74,842    | 76,921    | 79,001    | 81,080    |
| 12    | 74,750    | 77,242    | 79,734    | 82,227    | 84,719    | 87,211    | 89,703    | 92,195    | 94,687    | 97,179    |
| 13    | 88,888    | 91,851    | 94,813    | 97,776    | 100,739   | 103,701   | 106,664   | 109,627   | 112,589   | 115,552   |
| 14    | 105,039   | 108,540   | 112,042   | 115,544   | 119,045   | 122,547   | 126,049   | 129,550   | 133,052   | 136,554   |
| 15    | 123,554   | 127,673   | 131,791   | 135,909   | 140,027   | 144,146   | 148,264   | 152,382   | 156,501   | 160,619   |

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/>

**SALARY TABLE 2019-DCB**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.32%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA**  
**TOTAL INCREASE: 2.27%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 24,633 | \$ 25,458 | \$ 26,278 | \$ 27,091 | \$ 27,911 | \$ 28,390 | \$ 29,199 | \$ 30,016 | \$ 30,049 | \$ 30,813 |
| 2     | 27,696    | 28,356    | 29,273    | 30,049    | 30,386    | 31,280    | 32,174    | 33,067    | 33,961    | 34,854    |
| 3     | 30,219    | 31,227    | 32,234    | 33,242    | 34,249    | 35,257    | 36,264    | 37,271    | 38,279    | 39,286    |
| 4     | 33,925    | 35,055    | 36,185    | 37,315    | 38,446    | 39,576    | 40,706    | 41,836    | 42,967    | 44,097    |
| 5     | 37,955    | 39,220    | 40,485    | 41,750    | 43,014    | 44,279    | 45,544    | 46,809    | 48,073    | 49,338    |
| 6     | 42,308    | 43,719    | 45,130    | 46,541    | 47,952    | 49,363    | 50,774    | 52,184    | 53,595    | 55,006    |
| 7     | 47,016    | 48,583    | 50,150    | 51,718    | 53,285    | 54,852    | 56,420    | 57,987    | 59,554    | 61,122    |
| 8     | 52,068    | 53,804    | 55,539    | 57,275    | 59,010    | 60,745    | 62,481    | 64,216    | 65,952    | 67,687    |
| 9     | 57,510    | 59,426    | 61,343    | 63,259    | 65,176    | 67,093    | 69,009    | 70,926    | 72,842    | 74,759    |
| 10    | 63,332    | 65,442    | 67,553    | 69,663    | 71,774    | 73,884    | 75,995    | 78,105    | 80,216    | 82,326    |
| 11    | 69,581    | 71,901    | 74,221    | 76,541    | 78,861    | 81,181    | 83,501    | 85,821    | 88,141    | 90,461    |
| 12    | 83,398    | 86,179    | 88,959    | 91,740    | 94,520    | 97,300    | 100,081   | 102,861   | 105,642   | 108,422   |
| 13    | 99,172    | 102,477   | 105,782   | 109,088   | 112,393   | 115,699   | 119,004   | 122,310   | 125,615   | 128,920   |
| 14    | 117,191   | 121,098   | 125,005   | 128,911   | 132,818   | 136,725   | 140,632   | 144,538   | 148,445   | 152,352   |
| 15    | 137,849   | 142,443   | 147,038   | 151,633   | 156,228   | 160,822   | 165,417   | 166,500 * | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-RUS  
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.67%  
FOR THE LOCALITY PAY AREA OF REST OF U.S.**

**TOTAL INCREASE: 1.66%  
EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,033 | \$ 22,771 | \$ 23,504 | \$ 24,232 | \$ 24,965 | \$ 25,393 | \$ 26,117 | \$ 26,848 | \$ 26,877 | \$ 27,561 |
| 2     | 24,773    | 25,363    | 26,183    | 26,877    | 27,179    | 27,978    | 28,778    | 29,577    | 30,376    | 31,175    |
| 3     | 27,030    | 27,931    | 28,832    | 29,733    | 30,634    | 31,535    | 32,436    | 33,337    | 34,238    | 35,139    |
| 4     | 30,344    | 31,355    | 32,366    | 33,377    | 34,388    | 35,398    | 36,409    | 37,420    | 38,431    | 39,442    |
| 5     | 33,949    | 35,080    | 36,212    | 37,343    | 38,474    | 39,605    | 40,737    | 41,868    | 42,999    | 44,130    |
| 6     | 37,843    | 39,105    | 40,367    | 41,628    | 42,890    | 44,152    | 45,414    | 46,676    | 47,938    | 49,200    |
| 7     | 42,053    | 43,455    | 44,857    | 46,259    | 47,661    | 49,063    | 50,465    | 51,866    | 53,268    | 54,670    |
| 8     | 46,572    | 48,125    | 49,677    | 51,229    | 52,781    | 54,334    | 55,886    | 57,438    | 58,991    | 60,543    |
| 9     | 51,440    | 53,154    | 54,868    | 56,582    | 58,297    | 60,011    | 61,725    | 63,439    | 65,153    | 66,868    |
| 10    | 56,647    | 58,535    | 60,423    | 62,310    | 64,198    | 66,086    | 67,973    | 69,861    | 71,749    | 73,637    |
| 11    | 62,236    | 64,311    | 66,386    | 68,462    | 70,537    | 72,612    | 74,687    | 76,762    | 78,837    | 80,912    |
| 12    | 74,596    | 77,082    | 79,569    | 82,056    | 84,543    | 87,030    | 89,517    | 92,004    | 94,491    | 96,978    |
| 13    | 88,704    | 91,660    | 94,617    | 97,573    | 100,530   | 103,486   | 106,443   | 109,400   | 112,356   | 115,313   |
| 14    | 104,821   | 108,316   | 111,810   | 115,304   | 118,799   | 122,293   | 125,788   | 129,282   | 132,776   | 136,271   |
| 15    | 123,298   | 127,408   | 131,518   | 135,628   | 139,737   | 143,847   | 147,957   | 152,067   | 156,176   | 160,286   |

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/>

**SALARY TABLE 2019-AK**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.89%**  
**STATE OF ALASKA**  
**TOTAL INCREASE: 2.09%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 24,551 | \$ 25,373 | \$ 26,190 | \$ 27,001 | \$ 27,818 | \$ 28,295 | \$ 29,102 | \$ 29,917 | \$ 29,949 | \$ 30,711 |
| 2     | 27,604    | 28,262    | 29,176    | 29,949    | 30,285    | 31,176    | 32,067    | 32,957    | 33,848    | 34,738    |
| 3     | 30,119    | 31,123    | 32,127    | 33,131    | 34,135    | 35,139    | 36,143    | 37,147    | 38,151    | 39,155    |
| 4     | 33,812    | 34,938    | 36,065    | 37,191    | 38,318    | 39,444    | 40,571    | 41,697    | 42,824    | 43,950    |
| 5     | 37,829    | 39,090    | 40,350    | 41,611    | 42,871    | 44,132    | 45,392    | 46,653    | 47,914    | 49,174    |
| 6     | 42,168    | 43,574    | 44,980    | 46,386    | 47,792    | 49,199    | 50,605    | 52,011    | 53,417    | 54,823    |
| 7     | 46,859    | 48,421    | 49,984    | 51,546    | 53,108    | 54,670    | 56,232    | 57,794    | 59,356    | 60,919    |
| 8     | 51,895    | 53,625    | 55,354    | 57,084    | 58,814    | 60,543    | 62,273    | 64,003    | 65,733    | 67,462    |
| 9     | 57,319    | 59,229    | 61,139    | 63,049    | 64,959    | 66,869    | 68,780    | 70,690    | 72,600    | 74,510    |
| 10    | 63,121    | 65,225    | 67,328    | 69,432    | 71,535    | 73,639    | 75,742    | 77,846    | 79,949    | 82,053    |
| 11    | 69,349    | 71,662    | 73,974    | 76,286    | 78,598    | 80,911    | 83,223    | 85,535    | 87,848    | 90,160    |
| 12    | 83,121    | 85,892    | 88,663    | 91,435    | 94,206    | 96,977    | 99,748    | 102,519   | 105,290   | 108,061   |
| 13    | 98,842    | 102,136   | 105,431   | 108,725   | 112,020   | 115,314   | 118,608   | 121,903   | 125,197   | 128,492   |
| 14    | 116,801   | 120,695   | 124,589   | 128,483   | 132,376   | 136,270   | 140,164   | 144,058   | 147,952   | 151,845   |
| 15    | 137,390   | 141,970   | 146,549   | 151,129   | 155,708   | 160,288   | 164,867   | 166,500 * | 166,500 * | 166,500 * |

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

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/>

**SALARY TABLE 2019-HI**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.98%**  
**STATE OF HAWAII**  
**TOTAL INCREASE: 1.87%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

| Grade | Step 1    | Step 2    | Step 3    | Step 4    | Step 5    | Step 6    | Step 7    | Step 8    | Step 9    | Step 10   |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1     | \$ 22,663 | \$ 23,422 | \$ 24,177 | \$ 24,925 | \$ 25,679 | \$ 26,120 | \$ 26,864 | \$ 27,616 | \$ 27,646 | \$ 28,349 |
| 2     | 25,482    | 26,089    | 26,932    | 27,646    | 27,957    | 28,779    | 29,601    | 30,423    | 31,245    | 32,067    |
| 3     | 27,803    | 28,730    | 29,657    | 30,584    | 31,511    | 32,438    | 33,364    | 34,291    | 35,218    | 36,145    |
| 4     | 31,212    | 32,252    | 33,292    | 34,332    | 35,372    | 36,411    | 37,451    | 38,491    | 39,531    | 40,571    |
| 5     | 34,921    | 36,084    | 37,248    | 38,412    | 39,575    | 40,739    | 41,902    | 43,066    | 44,230    | 45,393    |
| 6     | 38,925    | 40,224    | 41,522    | 42,820    | 44,118    | 45,416    | 46,714    | 48,012    | 49,310    | 50,608    |
| 7     | 43,256    | 44,698    | 46,140    | 47,582    | 49,025    | 50,467    | 51,909    | 53,351    | 54,793    | 56,235    |
| 8     | 47,905    | 49,502    | 51,098    | 52,695    | 54,292    | 55,888    | 57,485    | 59,082    | 60,679    | 62,275    |
| 9     | 52,912    | 54,675    | 56,438    | 58,201    | 59,965    | 61,728    | 63,491    | 65,255    | 67,018    | 68,781    |
| 10    | 58,268    | 60,210    | 62,152    | 64,093    | 66,035    | 67,977    | 69,919    | 71,860    | 73,802    | 75,744    |
| 11    | 64,017    | 66,152    | 68,286    | 70,421    | 72,555    | 74,690    | 76,824    | 78,959    | 81,093    | 83,228    |
| 12    | 76,730    | 79,288    | 81,846    | 84,404    | 86,962    | 89,521    | 92,079    | 94,637    | 97,195    | 99,753    |
| 13    | 91,242    | 94,283    | 97,324    | 100,366   | 103,407   | 106,448   | 109,489   | 112,530   | 115,571   | 118,612   |
| 14    | 107,821   | 111,415   | 115,010   | 118,604   | 122,198   | 125,793   | 129,387   | 132,982   | 136,576   | 140,170   |
| 15    | 126,827   | 131,054   | 135,281   | 139,509   | 143,736   | 147,964   | 152,191   | 156,418   | 160,646   | 164,873   |

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/>