

**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**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.70	\$ 11.05	\$ 11.41	\$ 11.76	\$ 12.12	\$ 12.33	\$ 12.68	\$ 13.03	\$ 13.05	\$ 13.38
	O	16.05	16.58	17.12	17.64	18.18	18.50	19.02	19.55	19.58	20.07
2	B	12.03	12.31	12.71	13.05	13.19	13.58	13.97	14.36	14.75	15.13
	O	18.05	18.47	19.07	19.58	19.79	20.37	20.96	21.54	22.13	22.70
3	B	13.12	13.56	14.00	14.43	14.87	15.31	15.75	16.18	16.62	17.06
	O	19.68	20.34	21.00	21.65	22.31	22.97	23.63	24.27	24.93	25.59
4	B	14.73	15.22	15.71	16.20	16.69	17.18	17.68	18.17	18.66	19.15
	O	22.10	22.83	23.57	24.30	25.04	25.77	26.52	27.26	27.99	28.73
5	B	16.48	17.03	17.58	18.13	18.68	19.23	19.78	20.32	20.87	21.42
	O	24.72	25.55	26.37	27.20	28.02	28.85	29.67	30.48	31.31	32.13
6	B	18.37	18.98	19.60	20.21	20.82	21.43	22.05	22.66	23.27	23.88
	O	27.56	28.47	29.40	30.32	31.23	32.15	33.08	33.99	34.91	35.82
7	B	20.41	21.10	21.78	22.46	23.14	23.82	24.50	25.18	25.86	26.54
	O	30.62	31.65	32.67	33.69	34.71	35.73	36.75	37.77	38.79	39.81
8	B	22.61	23.36	24.12	24.87	25.62	26.38	27.13	27.88	28.64	29.39
	O	33.92	35.04	36.18	37.31	38.43	39.57	40.70	41.25	41.25	41.25
9	B	24.97	25.80	26.64	27.47	28.30	29.13	29.96	30.80	31.63	32.46
	O	37.46	38.70	39.96	41.21	41.25	41.25	41.25	41.25	41.25	41.25
10	B	27.50	28.42	29.33	30.25	31.17	32.08	33.00	33.91	34.83	35.75
	O	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25
11	B	30.21	31.22	32.23	33.23	34.24	35.25	36.26	37.26	38.27	39.28
	O	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25
12	B	36.21	37.42	38.63	39.83	41.04	42.25	43.46	44.66	45.87	47.08
	O	41.25	41.25	41.25	41.25	41.25	42.25	43.46	44.66	45.87	47.08
13	B	43.06	44.50	45.93	47.37	48.80	50.24	51.67	53.11	54.54	55.98
	O	43.06	44.50	45.93	47.37	48.80	50.24	51.67	53.11	54.54	55.98
14	B	50.89	52.58	54.28	55.98	57.67	59.37	61.06	62.76	64.46	66.15
	O	50.89	52.58	54.28	55.98	57.67	59.37	61.06	62.76	64.46	66.15
15	B	59.86	61.85	63.85	65.84	67.84	69.83	71.83	73.82	75.82	77.81
	O	59.86	61.85	63.85	65.84	67.84	69.83	71.83	73.82	75.82	77.81

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>