

SALARY TABLE 2019-BH (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
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

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	\$ 10.57	\$ 10.92	\$ 11.27	\$ 11.62	\$ 11.97	\$ 12.18	\$ 12.53	\$ 12.88	\$ 12.89	\$ 13.22
	O	15.86	16.38	16.91	17.43	17.96	18.27	18.80	19.32	19.34	19.83
2	B	11.88	12.16	12.56	12.89	13.03	13.42	13.80	14.18	14.57	14.95
	O	17.82	18.24	18.84	19.34	19.55	20.13	20.70	21.27	21.86	22.43
3	B	15.56	15.99	16.42	16.85	17.28	17.72	18.15	18.58	19.01	19.44
	O	23.34	23.99	24.63	25.28	25.92	26.58	27.23	27.87	28.52	29.16
4	B	17.46	17.95	18.43	18.92	19.40	19.89	20.37	20.85	21.34	21.82
	O	26.19	26.93	27.65	28.38	29.10	29.84	30.56	31.28	32.01	32.73
5	B	20.08	20.62	21.16	21.71	22.25	22.79	23.33	23.88	24.42	24.96
	O	30.12	30.93	31.74	32.57	33.38	34.19	35.00	35.82	36.63	37.44
6	B	21.17	21.78	22.38	22.99	23.60	24.20	24.81	25.41	26.02	26.62
	O	31.76	32.67	33.57	34.49	35.40	36.30	37.22	38.12	39.03	39.93
7	B	22.86	23.53	24.20	24.87	25.55	26.22	26.89	27.56	28.24	28.91
	O	34.29	35.30	36.30	37.31	38.33	39.33	40.34	41.34	42.11	42.11
8	B	23.82	24.57	25.31	26.06	26.80	27.55	28.29	29.03	29.78	30.52
	O	35.73	36.86	37.97	39.09	40.20	41.33	42.11	42.11	42.11	42.11
9	B	25.49	26.31	27.14	27.96	28.78	29.60	30.42	31.25	32.07	32.89
	O	38.24	39.47	40.71	41.94	42.11	42.11	42.11	42.11	42.11	42.11
10	B	28.07	28.98	29.88	30.79	31.69	32.60	33.50	34.41	35.31	36.22
	O	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11
11	B	29.85	30.84	31.84	32.83	33.83	34.82	35.82	36.81	37.81	38.80
	O	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11
12	B	35.77	36.97	38.16	39.35	40.54	41.74	42.93	44.12	45.32	46.51
	O	42.11	42.11	42.11	42.11	42.11	42.11	42.93	44.12	45.32	46.51
13	B	42.54	43.96	45.38	46.79	48.21	49.63	51.05	52.46	53.88	55.30
	O	42.54	43.96	45.38	46.79	48.21	49.63	51.05	52.46	53.88	55.30
14	B	50.27	51.94	53.62	55.30	56.97	58.65	60.32	62.00	63.68	65.35
	O	50.27	51.94	53.62	55.30	56.97	58.65	60.32	62.00	63.68	65.35
15	B	59.13	61.10	63.07	65.04	67.01	68.99	70.96	72.93	74.90	76.87
	O	59.13	61.10	63.07	65.04	67.01	68.99	70.96	72.93	74.90	76.87

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

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