

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

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 | \$ 10.60 | \$ 10.96 | \$ 11.31 | \$ 11.66 | \$ 12.01 | \$ 12.22 | \$ 12.57 | \$ 12.92 | \$ 12.94 | \$ 13.26 |
| | O | 15.90 | 16.44 | 16.97 | 17.49 | 18.02 | 18.33 | 18.86 | 19.38 | 19.41 | 19.89 |
| 2 | B | 11.92 | 12.21 | 12.60 | 12.94 | 13.08 | 13.47 | 13.85 | 14.23 | 14.62 | 15.00 |
| | O | 17.88 | 18.32 | 18.90 | 19.41 | 19.62 | 20.21 | 20.78 | 21.35 | 21.93 | 22.50 |
| 3 | B | 15.61 | 16.04 | 16.48 | 16.91 | 17.34 | 17.78 | 18.21 | 18.65 | 19.08 | 19.51 |
| | O | 23.42 | 24.06 | 24.72 | 25.37 | 26.01 | 26.67 | 27.32 | 27.98 | 28.62 | 29.27 |
| 4 | B | 17.52 | 18.01 | 18.50 | 18.98 | 19.47 | 19.96 | 20.44 | 20.93 | 21.41 | 21.90 |
| | O | 26.28 | 27.02 | 27.75 | 28.47 | 29.21 | 29.94 | 30.66 | 31.40 | 32.12 | 32.85 |
| 5 | B | 20.15 | 20.69 | 21.24 | 21.78 | 22.33 | 22.87 | 23.42 | 23.96 | 24.51 | 25.05 |
| | O | 30.23 | 31.04 | 31.86 | 32.67 | 33.50 | 34.31 | 35.13 | 35.94 | 36.77 | 37.58 |
| 6 | B | 21.25 | 21.86 | 22.46 | 23.07 | 23.68 | 24.29 | 24.89 | 25.50 | 26.11 | 26.72 |
| | O | 31.88 | 32.79 | 33.69 | 34.61 | 35.52 | 36.44 | 37.34 | 38.25 | 39.17 | 40.08 |
| 7 | B | 22.94 | 23.61 | 24.29 | 24.96 | 25.64 | 26.31 | 26.99 | 27.66 | 28.34 | 29.01 |
| | O | 34.41 | 35.42 | 36.44 | 37.44 | 38.46 | 39.47 | 40.49 | 41.49 | 42.26 | 42.26 |
| 8 | B | 23.91 | 24.66 | 25.40 | 26.15 | 26.90 | 27.64 | 28.39 | 29.14 | 29.88 | 30.63 |
| | O | 35.87 | 36.99 | 38.10 | 39.23 | 40.35 | 41.46 | 42.26 | 42.26 | 42.26 | 42.26 |
| 9 | B | 25.58 | 26.41 | 27.23 | 28.06 | 28.88 | 29.71 | 30.53 | 31.36 | 32.18 | 33.01 |
| | O | 38.37 | 39.62 | 40.85 | 42.09 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 |
| 10 | B | 28.17 | 29.08 | 29.99 | 30.90 | 31.80 | 32.71 | 33.62 | 34.53 | 35.44 | 36.35 |
| | O | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 |
| 11 | B | 29.95 | 30.95 | 31.95 | 32.95 | 33.95 | 34.95 | 35.94 | 36.94 | 37.94 | 38.94 |
| | O | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 |
| 12 | B | 35.90 | 37.10 | 38.29 | 39.49 | 40.69 | 41.89 | 43.08 | 44.28 | 45.48 | 46.67 |
| | O | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 42.26 | 43.08 | 44.28 | 45.48 | 46.67 |
| 13 | B | 42.69 | 44.11 | 45.54 | 46.96 | 48.38 | 49.80 | 51.23 | 52.65 | 54.07 | 55.50 |
| | O | 42.69 | 44.11 | 45.54 | 46.96 | 48.38 | 49.80 | 51.23 | 52.65 | 54.07 | 55.50 |
| 14 | B | 50.45 | 52.13 | 53.81 | 55.49 | 57.17 | 58.86 | 60.54 | 62.22 | 63.90 | 65.58 |
| | O | 50.45 | 52.13 | 53.81 | 55.49 | 57.17 | 58.86 | 60.54 | 62.22 | 63.90 | 65.58 |
| 15 | B | 59.34 | 61.32 | 63.30 | 65.27 | 67.25 | 69.23 | 71.21 | 73.18 | 75.16 | 77.14 |
| | O | 59.34 | 61.32 | 63.30 | 65.27 | 67.25 | 69.23 | 71.21 | 73.18 | 75.16 | 77.14 |

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/>