

SALARY TABLE 2019-BOS
INCORPORATING A LOCALITY PAYMENT OF 27.48%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
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	\$ 11.47	\$ 11.86	\$ 12.24	\$ 12.62	\$ 13.00	\$ 13.22	\$ 13.60	\$ 13.98	\$ 14.00	\$ 14.36
	O	17.21	17.79	18.36	18.93	19.50	19.83	20.40	20.97	21.00	21.54
2	B	12.90	13.21	13.64	14.00	14.16	14.57	14.99	15.41	15.82	16.24
	O	19.35	19.82	20.46	21.00	21.24	21.86	22.49	23.12	23.73	24.36
3	B	14.08	14.55	15.01	15.48	15.95	16.42	16.89	17.36	17.83	18.30
	O	21.12	21.83	22.52	23.22	23.93	24.63	25.34	26.04	26.75	27.45
4	B	15.80	16.33	16.86	17.38	17.91	18.44	18.96	19.49	20.01	20.54
	O	23.70	24.50	25.29	26.07	26.87	27.66	28.44	29.24	30.02	30.81
5	B	17.68	18.27	18.86	19.45	20.04	20.63	21.22	21.81	22.40	22.99
	O	26.52	27.41	28.29	29.18	30.06	30.95	31.83	32.72	33.60	34.49
6	B	19.71	20.36	21.02	21.68	22.33	22.99	23.65	24.30	24.96	25.62
	O	29.57	30.54	31.53	32.52	33.50	34.49	35.48	36.45	37.44	38.43
7	B	21.90	22.63	23.36	24.09	24.82	25.55	26.28	27.01	27.74	28.47
	O	32.85	33.95	35.04	36.14	37.23	38.33	39.42	40.52	41.61	42.71
8	B	24.25	25.06	25.87	26.68	27.49	28.30	29.11	29.92	30.72	31.53
	O	36.38	37.59	38.81	40.02	41.24	42.45	43.67	44.25	44.25	44.25
9	B	26.79	27.68	28.57	29.47	30.36	31.25	32.15	33.04	33.93	34.83
	O	40.19	41.52	42.86	44.21	44.25	44.25	44.25	44.25	44.25	44.25
10	B	29.50	30.48	31.47	32.45	33.44	34.42	35.40	36.39	37.37	38.35
	O	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25
11	B	32.41	33.49	34.57	35.65	36.73	37.81	38.90	39.98	41.06	42.14
	O	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25
12	B	38.85	40.14	41.44	42.73	44.03	45.32	46.62	47.91	49.21	50.50
	O	44.25	44.25	44.25	44.25	44.25	45.32	46.62	47.91	49.21	50.50
13	B	46.20	47.74	49.28	50.82	52.36	53.90	55.44	56.98	58.52	60.06
	O	46.20	47.74	49.28	50.82	52.36	53.90	55.44	56.98	58.52	60.06
14	B	54.59	56.41	58.23	60.05	61.87	63.69	65.51	67.33	69.15	70.97
	O	54.59	56.41	58.23	60.05	61.87	63.69	65.51	67.33	69.15	70.97
15	B	64.21	66.35	68.49	70.63	72.77	74.91	77.05	78.68	78.68	78.68
	O	64.21	66.35	68.49	70.63	72.77	74.91	77.05	78.68	78.68	78.68

* 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: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>