

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

*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	\$ 10.92	\$ 11.29	\$ 11.65	\$ 12.01	\$ 12.38	\$ 12.59	\$ 12.95	\$ 13.31	\$ 13.32	\$ 13.66
	O	16.38	16.94	17.48	18.02	18.57	18.89	19.43	19.97	19.98	20.49
2	B	12.28	12.57	12.98	13.32	13.47	13.87	14.27	14.66	15.06	15.45
	O	18.42	18.86	19.47	19.98	20.21	20.81	21.41	21.99	22.59	23.18
3	B	16.08	16.53	16.97	17.42	17.87	18.31	18.76	19.21	19.65	20.10
	O	24.12	24.80	25.46	26.13	26.81	27.47	28.14	28.82	29.48	30.15
4	B	18.05	18.55	19.05	19.55	20.05	20.55	21.06	21.56	22.06	22.56
	O	27.08	27.83	28.58	29.33	30.08	30.83	31.59	32.34	33.09	33.84
5	B	20.76	21.32	21.88	22.44	23.00	23.56	24.12	24.68	25.24	25.80
	O	31.14	31.98	32.82	33.66	34.50	35.34	36.18	37.02	37.86	38.70
6	B	21.89	22.51	23.14	23.76	24.39	25.02	25.64	26.27	26.89	27.52
	O	32.84	33.77	34.71	35.64	36.59	37.53	38.46	39.41	40.34	41.28
7	B	23.63	24.32	25.02	25.71	26.41	27.10	27.80	28.49	29.19	29.88
	O	35.45	36.48	37.53	38.57	39.62	40.65	41.70	42.74	43.53	43.53
8	B	24.63	25.40	26.17	26.93	27.70	28.47	29.24	30.01	30.78	31.55
	O	36.95	38.10	39.26	40.40	41.55	42.71	43.53	43.53	43.53	43.53
9	B	26.35	27.20	28.05	28.90	29.75	30.60	31.45	32.30	33.15	34.00
	O	39.53	40.80	42.08	43.35	43.53	43.53	43.53	43.53	43.53	43.53
10	B	29.02	29.95	30.89	31.82	32.76	33.70	34.63	35.57	36.50	37.44
	O	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53
11	B	30.85	31.88	32.91	33.94	34.97	36.00	37.02	38.05	39.08	40.11
	O	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53
12	B	36.98	38.21	39.44	40.68	41.91	43.14	44.38	45.61	46.84	48.07
	O	43.53	43.53	43.53	43.53	43.53	43.53	44.38	45.61	46.84	48.07
13	B	43.97	45.44	46.90	48.37	49.84	51.30	52.77	54.23	55.70	57.16
	O	43.97	45.44	46.90	48.37	49.84	51.30	52.77	54.23	55.70	57.16
14	B	51.96	53.69	55.43	57.16	58.89	60.62	62.36	64.09	65.82	67.55
	O	51.96	53.69	55.43	57.16	58.89	60.62	62.36	64.09	65.82	67.55
15	B	61.12	63.16	65.20	67.23	69.27	71.31	73.35	75.38	77.42	79.46
	O	61.12	63.16	65.20	67.23	69.27	71.31	73.35	75.38	77.42	79.46

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/>