

**SALARY TABLE 2019-COL**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.47%**  
**FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH**  
**TOTAL INCREASE: 1.83%**  
**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	\$ 10.90	\$ 11.27	\$ 11.63	\$ 11.99	\$ 12.36	\$ 12.57	\$ 12.93	\$ 13.29	\$ 13.30	\$ 13.64
	O	16.35	16.91	17.45	17.99	18.54	18.86	19.40	19.94	19.95	20.46
2	B	12.26	12.55	12.96	13.30	13.45	13.85	14.24	14.64	15.03	15.43
	O	18.39	18.83	19.44	19.95	20.18	20.78	21.36	21.96	22.55	23.15
3	B	13.38	13.82	14.27	14.71	15.16	15.61	16.05	16.50	16.94	17.39
	O	20.07	20.73	21.41	22.07	22.74	23.42	24.08	24.75	25.41	26.09
4	B	15.02	15.52	16.02	16.52	17.02	17.52	18.02	18.52	19.02	19.52
	O	22.53	23.28	24.03	24.78	25.53	26.28	27.03	27.78	28.53	29.28
5	B	16.80	17.36	17.92	18.48	19.04	19.60	20.16	20.72	21.28	21.84
	O	25.20	26.04	26.88	27.72	28.56	29.40	30.24	31.08	31.92	32.76
6	B	18.73	19.35	19.98	20.60	21.23	21.85	22.48	23.10	23.72	24.35
	O	28.10	29.03	29.97	30.90	31.85	32.78	33.72	34.65	35.58	36.53
7	B	20.81	21.51	22.20	22.89	23.59	24.28	24.97	25.67	26.36	27.06
	O	31.22	32.27	33.30	34.34	35.39	36.42	37.46	38.51	39.54	40.59
8	B	23.05	23.82	24.59	25.35	26.12	26.89	27.66	28.43	29.19	29.96
	O	34.58	35.73	36.89	38.03	39.18	40.34	41.49	42.05	42.05	42.05
9	B	25.46	26.31	27.15	28.00	28.85	29.70	30.55	31.40	32.24	33.09
	O	38.19	39.47	40.73	42.00	42.05	42.05	42.05	42.05	42.05	42.05
10	B	28.03	28.97	29.90	30.84	31.77	32.71	33.64	34.57	35.51	36.44
	O	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05
11	B	30.80	31.83	32.85	33.88	34.91	35.94	36.96	37.99	39.02	40.04
	O	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05
12	B	36.92	38.15	39.38	40.61	41.84	43.07	44.30	45.53	46.76	47.99
	O	42.05	42.05	42.05	42.05	42.05	43.07	44.30	45.53	46.76	47.99
13	B	43.90	45.36	46.83	48.29	49.75	51.22	52.68	54.14	55.60	57.07
	O	43.90	45.36	46.83	48.29	49.75	51.22	52.68	54.14	55.60	57.07
14	B	51.88	53.61	55.33	57.06	58.79	60.52	62.25	63.98	65.71	67.44
	O	51.88	53.61	55.33	57.06	58.79	60.52	62.25	63.98	65.71	67.44
15	B	61.02	63.05	65.09	67.12	69.16	71.19	73.22	75.26	77.29	79.33
	O	61.02	63.05	65.09	67.12	69.16	71.19	73.22	75.26	77.29	79.33

Applicable locations are shown on the 2019 Locality Pay Area Definitions page:

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