

**SALARY TABLE 2019-CS (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.19%**  
**FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO**  
**TOTAL INCREASE: 1.92%**  
**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	\$ 10.70	\$ 11.05	\$ 11.41	\$ 11.76	\$ 12.12	\$ 12.33	\$ 12.68	\$ 13.03	\$ 13.05	\$ 13.38
	O	16.05	16.58	17.12	17.64	18.18	18.50	19.02	19.55	19.58	20.07
2	B	12.03	12.31	12.71	13.05	13.19	13.58	13.97	14.36	14.75	15.13
	O	18.05	18.47	19.07	19.58	19.79	20.37	20.96	21.54	22.13	22.70
3	B	15.75	16.18	16.62	17.06	17.50	17.93	18.37	18.81	19.25	19.68
	O	23.63	24.27	24.93	25.59	26.25	26.90	27.56	28.22	28.88	29.52
4	B	17.68	18.17	18.66	19.15	19.64	20.13	20.62	21.11	21.60	22.09
	O	26.52	27.26	27.99	28.73	29.46	30.20	30.93	31.67	32.40	33.14
5	B	20.32	20.87	21.42	21.97	22.52	23.07	23.62	24.17	24.72	25.27
	O	30.48	31.31	32.13	32.96	33.78	34.61	35.43	36.26	37.08	37.91
6	B	21.43	22.05	22.66	23.27	23.88	24.50	25.11	25.72	26.33	26.95
	O	32.15	33.08	33.99	34.91	35.82	36.75	37.67	38.58	39.50	40.43
7	B	23.14	23.82	24.50	25.18	25.86	26.54	27.22	27.90	28.58	29.26
	O	34.71	35.73	36.75	37.77	38.79	39.81	40.83	41.85	42.63	42.63
8	B	24.12	24.87	25.62	26.38	27.13	27.88	28.64	29.39	30.14	30.90
	O	36.18	37.31	38.43	39.57	40.70	41.82	42.63	42.63	42.63	42.63
9	B	25.80	26.64	27.47	28.30	29.13	29.96	30.80	31.63	32.46	33.29
	O	38.70	39.96	41.21	42.45	42.63	42.63	42.63	42.63	42.63	42.63
10	B	28.42	29.33	30.25	31.17	32.08	33.00	33.91	34.83	35.75	36.66
	O	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63
11	B	30.21	31.22	32.23	33.23	34.24	35.25	36.26	37.26	38.27	39.28
	O	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63
12	B	36.21	37.42	38.63	39.83	41.04	42.25	43.46	44.66	45.87	47.08
	O	42.63	42.63	42.63	42.63	42.63	42.63	43.46	44.66	45.87	47.08
13	B	43.06	44.50	45.93	47.37	48.80	50.24	51.67	53.11	54.54	55.98
	O	43.06	44.50	45.93	47.37	48.80	50.24	51.67	53.11	54.54	55.98
14	B	50.89	52.58	54.28	55.98	57.67	59.37	61.06	62.76	64.46	66.15
	O	50.89	52.58	54.28	55.98	57.67	59.37	61.06	62.76	64.46	66.15
15	B	59.86	61.85	63.85	65.84	67.84	69.83	71.83	73.82	75.82	77.81
	O	59.86	61.85	63.85	65.84	67.84	69.83	71.83	73.82	75.82	77.81

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/>