

SALARY TABLE 2019-DCB
INCORPORATING A LOCALITY PAYMENT OF 28.22%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
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	\$ 11.54	\$ 11.93	\$ 12.31	\$ 12.69	\$ 13.08	\$ 13.30	\$ 13.68	\$ 14.06	\$ 14.08	\$ 14.44
	O	17.31	17.90	18.47	19.04	19.62	19.95	20.52	21.09	21.12	21.66
2	B	12.98	13.29	13.71	14.08	14.24	14.66	15.08	15.49	15.91	16.33
	O	19.47	19.94	20.57	21.12	21.36	21.99	22.62	23.24	23.87	24.50
3	B	14.16	14.63	15.10	15.57	16.05	16.52	16.99	17.46	17.93	18.40
	O	21.24	21.95	22.65	23.36	24.08	24.78	25.49	26.19	26.90	27.60
4	B	15.89	16.42	16.95	17.48	18.01	18.54	19.07	19.60	20.13	20.66
	O	23.84	24.63	25.43	26.22	27.02	27.81	28.61	29.40	30.20	30.99
5	B	17.78	18.38	18.97	19.56	20.15	20.75	21.34	21.93	22.53	23.12
	O	26.67	27.57	28.46	29.34	30.23	31.13	32.01	32.90	33.80	34.68
6	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.45	25.11	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.68	37.67	38.66
7	B	22.03	22.76	23.50	24.23	24.96	25.70	26.43	27.17	27.90	28.64
	O	33.05	34.14	35.25	36.35	37.44	38.55	39.65	40.76	41.85	42.96
8	B	24.39	25.21	26.02	26.84	27.65	28.46	29.28	30.09	30.90	31.72
	O	36.59	37.82	39.03	40.26	41.48	42.69	43.92	44.51	44.51	44.51
9	B	26.94	27.84	28.74	29.64	30.54	31.44	32.33	33.23	34.13	35.03
	O	40.41	41.76	43.11	44.46	44.51	44.51	44.51	44.51	44.51	44.51
10	B	29.67	30.66	31.65	32.64	33.63	34.62	35.61	36.60	37.59	38.57
	O	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51
11	B	32.60	33.69	34.77	35.86	36.95	38.03	39.12	40.21	41.29	42.38
	O	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51
12	B	39.07	40.38	41.68	42.98	44.28	45.59	46.89	48.19	49.49	50.80
	O	44.51	44.51	44.51	44.51	44.51	45.59	46.89	48.19	49.49	50.80
13	B	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.85	60.40
	O	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.85	60.40
14	B	54.91	56.74	58.57	60.40	62.23	64.06	65.89	67.72	69.55	71.38
	O	54.91	56.74	58.57	60.40	62.23	64.06	65.89	67.72	69.55	71.38
15	B	64.59	66.74	68.89	71.04	73.20	75.35	77.50	78.68	78.68	78.68
	O	64.59	66.74	68.89	71.04	73.20	75.35	77.50	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/>