

**SALARY TABLE 2019-DEN**  
**INCORPORATING A LOCALITY PAYMENT OF 25.47%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO**  
**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	\$ 11.29	\$ 11.67	\$ 12.05	\$ 12.42	\$ 12.80	\$ 13.02	\$ 13.39	\$ 13.76	\$ 13.78	\$ 14.13
	O	16.94	17.51	18.08	18.63	19.20	19.53	20.09	20.64	20.67	21.20
2	B	12.70	13.00	13.42	13.78	13.93	14.34	14.75	15.16	15.57	15.98
	O	19.05	19.50	20.13	20.67	20.90	21.51	22.13	22.74	23.36	23.97
3	B	13.85	14.32	14.78	15.24	15.70	16.16	16.62	17.09	17.55	18.01
	O	20.78	21.48	22.17	22.86	23.55	24.24	24.93	25.64	26.33	27.02
4	B	15.55	16.07	16.59	17.11	17.63	18.14	18.66	19.18	19.70	20.22
	O	23.33	24.11	24.89	25.67	26.45	27.21	27.99	28.77	29.55	30.33
5	B	17.40	17.98	18.56	19.14	19.72	20.30	20.88	21.46	22.04	22.62
	O	26.10	26.97	27.84	28.71	29.58	30.45	31.32	32.19	33.06	33.93
6	B	19.40	20.04	20.69	21.34	21.98	22.63	23.27	23.92	24.57	25.21
	O	29.10	30.06	31.04	32.01	32.97	33.95	34.91	35.88	36.86	37.82
7	B	21.56	22.27	22.99	23.71	24.43	25.15	25.87	26.58	27.30	28.02
	O	32.34	33.41	34.49	35.57	36.65	37.73	38.81	39.87	40.95	42.03
8	B	23.87	24.67	25.46	26.26	27.06	27.85	28.65	29.44	30.24	31.04
	O	35.81	37.01	38.19	39.39	40.59	41.78	42.98	43.56	43.56	43.56
9	B	26.37	27.25	28.12	29.00	29.88	30.76	31.64	32.52	33.40	34.28
	O	39.56	40.88	42.18	43.50	43.56	43.56	43.56	43.56	43.56	43.56
10	B	29.04	30.00	30.97	31.94	32.91	33.88	34.84	35.81	36.78	37.75
	O	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56
11	B	31.90	32.96	34.03	35.09	36.15	37.22	38.28	39.35	40.41	41.47
	O	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56
12	B	38.24	39.51	40.79	42.06	43.33	44.61	45.88	47.16	48.43	49.71
	O	43.56	43.56	43.56	43.56	43.56	44.61	45.88	47.16	48.43	49.71
13	B	45.47	46.98	48.50	50.01	51.53	53.05	54.56	56.08	57.59	59.11
	O	45.47	46.98	48.50	50.01	51.53	53.05	54.56	56.08	57.59	59.11
14	B	53.73	55.52	57.31	59.10	60.89	62.68	64.47	66.27	68.06	69.85
	O	53.73	55.52	57.31	59.10	60.89	62.68	64.47	66.27	68.06	69.85
15	B	63.20	65.31	67.41	69.52	71.63	73.73	75.84	77.95	78.68	78.68
	O	63.20	65.31	67.41	69.52	71.63	73.73	75.84	77.95	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/>