

**SALARY TABLE 2019-DEN**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.30%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO**  
**TOTAL INCREASE: 2.07%**  
**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   | \$ 11.53 | \$ 11.91 | \$ 12.30 | \$ 12.68 | \$ 13.06 | \$ 13.29 | \$ 13.66 | \$ 14.05 | \$ 14.06 | \$ 14.42 |
|       | O   | 17.30    | 17.87    | 18.45    | 19.02    | 19.59    | 19.94    | 20.49    | 21.08    | 21.09    | 21.63    |
| 2     | B   | 12.96    | 13.27    | 13.70    | 14.06    | 14.22    | 14.64    | 15.06    | 15.47    | 15.89    | 16.31    |
|       | O   | 19.44    | 19.91    | 20.55    | 21.09    | 21.33    | 21.96    | 22.59    | 23.21    | 23.84    | 24.47    |
| 3     | B   | 14.14    | 14.61    | 15.08    | 15.56    | 16.03    | 16.50    | 16.97    | 17.44    | 17.91    | 18.38    |
|       | O   | 21.21    | 21.92    | 22.62    | 23.34    | 24.05    | 24.75    | 25.46    | 26.16    | 26.87    | 27.57    |
| 4     | B   | 15.88    | 16.40    | 16.93    | 17.46    | 17.99    | 18.52    | 19.05    | 19.58    | 20.11    | 20.64    |
|       | O   | 23.82    | 24.60    | 25.40    | 26.19    | 26.99    | 27.78    | 28.58    | 29.37    | 30.17    | 30.96    |
| 5     | B   | 17.76    | 18.35    | 18.95    | 19.54    | 20.13    | 20.72    | 21.31    | 21.91    | 22.50    | 23.09    |
|       | O   | 26.64    | 27.53    | 28.43    | 29.31    | 30.20    | 31.08    | 31.97    | 32.87    | 33.75    | 34.64    |
| 6     | B   | 19.80    | 20.46    | 21.12    | 21.78    | 22.44    | 23.10    | 23.76    | 24.42    | 25.08    | 25.74    |
|       | O   | 29.70    | 30.69    | 31.68    | 32.67    | 33.66    | 34.65    | 35.64    | 36.63    | 37.62    | 38.61    |
| 7     | B   | 22.00    | 22.74    | 23.47    | 24.20    | 24.94    | 25.67    | 26.40    | 27.14    | 27.87    | 28.60    |
|       | O   | 33.00    | 34.11    | 35.21    | 36.30    | 37.41    | 38.51    | 39.60    | 40.71    | 41.81    | 42.90    |
| 8     | B   | 24.37    | 25.18    | 25.99    | 26.80    | 27.61    | 28.43    | 29.24    | 30.05    | 30.86    | 31.68    |
|       | O   | 36.56    | 37.77    | 38.99    | 40.20    | 41.42    | 42.65    | 43.86    | 44.46    | 44.46    | 44.46    |
| 9     | B   | 26.91    | 27.81    | 28.71    | 29.60    | 30.50    | 31.40    | 32.29    | 33.19    | 34.09    | 34.98    |
|       | O   | 40.37    | 41.72    | 43.07    | 44.40    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    |
| 10    | B   | 29.64    | 30.62    | 31.61    | 32.60    | 33.59    | 34.58    | 35.56    | 36.55    | 37.54    | 38.53    |
|       | O   | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    |
| 11    | B   | 32.56    | 33.65    | 34.73    | 35.82    | 36.90    | 37.99    | 39.08    | 40.16    | 41.25    | 42.33    |
|       | O   | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    |
| 12    | B   | 39.03    | 40.33    | 41.63    | 42.93    | 44.23    | 45.53    | 46.83    | 48.14    | 49.44    | 50.74    |
|       | O   | 44.46    | 44.46    | 44.46    | 44.46    | 44.46    | 45.53    | 46.83    | 48.14    | 49.44    | 50.74    |
| 13    | B   | 46.41    | 47.96    | 49.50    | 51.05    | 52.60    | 54.14    | 55.69    | 57.24    | 58.78    | 60.33    |
|       | O   | 46.41    | 47.96    | 49.50    | 51.05    | 52.60    | 54.14    | 55.69    | 57.24    | 58.78    | 60.33    |
| 14    | B   | 54.84    | 56.67    | 58.50    | 60.33    | 62.15    | 63.98    | 65.81    | 67.64    | 69.47    | 71.30    |
|       | O   | 54.84    | 56.67    | 58.50    | 60.33    | 62.15    | 63.98    | 65.81    | 67.64    | 69.47    | 71.30    |
| 15    | B   | 64.51    | 66.66    | 68.81    | 70.96    | 73.11    | 75.26    | 77.41    | 79.56    | 79.78    | 79.78    |
|       | O   | 64.51    | 66.66    | 68.81    | 70.96    | 73.11    | 75.26    | 77.41    | 79.56    | 79.78    | 79.78    |

\* 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/>