

**SALARY TABLE 2019-HAR**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.87%**  
**FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA**  
**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	\$ 11.76	\$ 12.16	\$ 12.55	\$ 12.94	\$ 13.33	\$ 13.56	\$ 13.94	\$ 14.33	\$ 14.35	\$ 14.71
	O	17.64	18.24	18.83	19.41	20.00	20.34	20.91	21.50	21.53	22.07
2	B	13.22	13.54	13.98	14.35	14.51	14.94	15.36	15.79	16.22	16.64
	O	19.83	20.31	20.97	21.53	21.77	22.41	23.04	23.69	24.33	24.96
3	B	14.43	14.91	15.39	15.87	16.35	16.83	17.32	17.80	18.28	18.76
	O	21.65	22.37	23.09	23.81	24.53	25.25	25.98	26.70	27.42	28.14
4	B	16.20	16.74	17.28	17.82	18.36	18.90	19.44	19.98	20.52	21.06
	O	24.30	25.11	25.92	26.73	27.54	28.35	29.16	29.97	30.78	31.59
5	B	18.12	18.73	19.33	19.93	20.54	21.14	21.75	22.35	22.95	23.56
	O	27.18	28.10	29.00	29.90	30.81	31.71	32.63	33.53	34.43	35.34
6	B	20.20	20.88	21.55	22.22	22.90	23.57	24.24	24.92	25.59	26.26
	O	30.30	31.32	32.33	33.33	34.35	35.36	36.36	37.38	38.39	39.39
7	B	22.45	23.20	23.95	24.69	25.44	26.19	26.94	27.69	28.44	29.18
	O	33.68	34.80	35.93	37.04	38.16	39.29	40.41	41.54	42.66	43.77
8	B	24.86	25.69	26.52	27.35	28.18	29.01	29.83	30.66	31.49	32.32
	O	37.29	38.54	39.78	41.03	42.27	43.52	44.75	45.36	45.36	45.36
9	B	27.46	28.38	29.29	30.21	31.12	32.04	32.95	33.87	34.78	35.70
	O	41.19	42.57	43.94	45.32	45.36	45.36	45.36	45.36	45.36	45.36
10	B	30.24	31.25	32.26	33.26	34.27	35.28	36.29	37.29	38.30	39.31
	O	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36
11	B	33.22	34.33	35.44	36.55	37.66	38.76	39.87	40.98	42.09	43.19
	O	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36
12	B	39.82	41.15	42.48	43.80	45.13	46.46	47.79	49.11	50.44	51.77
	O	45.36	45.36	45.36	45.36	45.36	46.46	47.79	49.11	50.44	51.77
13	B	47.35	48.93	50.51	52.09	53.67	55.24	56.82	58.40	59.98	61.56
	O	47.35	48.93	50.51	52.09	53.67	55.24	56.82	58.40	59.98	61.56
14	B	55.96	57.82	59.69	61.55	63.42	65.28	67.15	69.02	70.88	72.75
	O	55.96	57.82	59.69	61.55	63.42	65.28	67.15	69.02	70.88	72.75
15	B	65.82	68.02	70.21	72.40	74.60	76.79	78.98	79.78	79.78	79.78
	O	65.82	68.02	70.21	72.40	74.60	76.79	78.98	79.78	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/>