

**SALARY TABLE 2019-HNT (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.18%**  
**FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL**  
**TOTAL INCREASE: 1.99%**  
**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	\$ 10.88	\$ 11.24	\$ 11.60	\$ 11.96	\$ 12.33	\$ 12.54	\$ 12.89	\$ 13.25	\$ 13.27	\$ 13.61
	O	16.32	16.86	17.40	17.94	18.50	18.81	19.34	19.88	19.91	20.42
2	B	12.23	12.52	12.93	13.27	13.42	13.81	14.21	14.60	15.00	15.39
	O	18.35	18.78	19.40	19.91	20.13	20.72	21.32	21.90	22.50	23.09
3	B	16.01	16.46	16.90	17.35	17.79	18.24	18.68	19.13	19.57	20.02
	O	24.02	24.69	25.35	26.03	26.69	27.36	28.02	28.70	29.36	30.03
4	B	17.98	18.47	18.97	19.47	19.97	20.47	20.97	21.47	21.97	22.47
	O	26.97	27.71	28.46	29.21	29.96	30.71	31.46	32.21	32.96	33.71
5	B	20.67	21.23	21.79	22.35	22.90	23.46	24.02	24.58	25.14	25.70
	O	31.01	31.85	32.69	33.53	34.35	35.19	36.03	36.87	37.71	38.55
6	B	21.80	22.42	23.04	23.67	24.29	24.91	25.54	26.16	26.78	27.40
	O	32.70	33.63	34.56	35.51	36.44	37.37	38.31	39.24	40.17	41.10
7	B	23.53	24.22	24.91	25.61	26.30	26.99	27.68	28.37	29.07	29.76
	O	35.30	36.33	37.37	38.42	39.45	40.49	41.52	42.56	43.55	43.55
8	B	24.53	25.29	26.06	26.82	27.59	28.36	29.12	29.89	30.66	31.42
	O	36.80	37.94	39.09	40.23	41.39	42.54	43.35	43.35	43.35	43.35
9	B	26.24	27.09	27.93	28.78	29.63	30.47	31.32	32.17	33.01	33.86
	O	39.36	40.64	41.90	43.17	43.35	43.35	43.35	43.35	43.35	43.35
10	B	28.90	29.83	30.76	31.69	32.63	33.56	34.49	35.42	36.35	37.29
	O	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35
11	B	30.73	31.75	32.77	33.80	34.82	35.85	36.87	37.90	38.92	39.95
	O	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35
12	B	36.83	38.06	39.28	40.51	41.74	42.97	44.19	45.42	46.65	47.88
	O	43.35	43.35	43.35	43.35	43.35	43.35	44.19	45.42	46.65	47.88
13	B	43.79	45.25	46.71	48.17	49.63	51.09	52.55	54.01	55.47	56.93
	O	43.79	45.25	46.71	48.17	49.63	51.09	52.55	54.01	55.47	56.93
14	B	51.75	53.48	55.20	56.93	58.65	60.38	62.10	63.83	65.55	67.28
	O	51.75	53.48	55.20	56.93	58.65	60.38	62.10	63.83	65.55	67.28
15	B	60.87	62.90	64.93	66.96	68.99	71.02	73.05	75.07	77.10	79.13
	O	60.87	62.90	64.93	66.96	68.99	71.02	73.05	75.07	77.10	79.13

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/>