

**SALARY TABLE 2019-IND (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.57%**  
**FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN**  
**TOTAL INCREASE: 1.70%**  
**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	\$ 10.64	\$ 11.00	\$ 11.35	\$ 11.70	\$ 12.06	\$ 12.26	\$ 12.61	\$ 12.96	\$ 12.98	\$ 13.31
	O	15.96	16.50	17.03	17.55	18.09	18.39	18.92	19.44	19.47	19.97
2	B	11.96	12.25	12.64	12.98	13.12	13.51	13.90	14.28	14.67	15.05
	O	17.94	18.38	18.96	19.47	19.68	20.27	20.85	21.42	22.01	22.58
3	B	15.66	16.10	16.53	16.97	17.40	17.84	18.27	18.71	19.14	19.58
	O	23.49	24.15	24.80	25.46	26.10	26.76	27.41	28.07	28.71	29.37
4	B	17.58	18.07	18.56	19.05	19.53	20.02	20.51	21.00	21.49	21.98
	O	26.37	27.11	27.84	28.58	29.30	30.03	30.77	31.50	32.24	32.97
5	B	20.22	20.76	21.31	21.86	22.40	22.95	23.49	24.04	24.59	25.13
	O	30.33	31.14	31.97	32.79	33.60	34.43	35.24	36.06	36.89	37.70
6	B	21.32	21.93	22.54	23.15	23.76	24.37	24.98	25.59	26.20	26.80
	O	31.98	32.90	33.81	34.73	35.64	36.56	37.47	38.39	39.30	40.20
7	B	23.01	23.69	24.37	25.05	25.72	26.40	27.08	27.75	28.43	29.11
	O	34.52	35.54	36.56	37.58	38.58	39.60	40.62	41.63	42.41	42.41
8	B	23.99	24.74	25.49	26.24	26.99	27.74	28.49	29.24	29.98	30.73
	O	35.99	37.11	38.24	39.36	40.49	41.61	42.41	42.41	42.41	42.41
9	B	25.67	26.49	27.32	28.15	28.98	29.81	30.63	31.46	32.29	33.12
	O	38.51	39.74	40.98	42.23	42.41	42.41	42.41	42.41	42.41	42.41
10	B	28.27	29.18	30.09	31.00	31.91	32.82	33.74	34.65	35.56	36.47
	O	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41
11	B	30.05	31.06	32.06	33.06	34.06	35.06	36.07	37.07	38.07	39.07
	O	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41
12	B	36.02	37.22	38.42	39.62	40.82	42.03	43.23	44.43	45.63	46.83
	O	42.41	42.41	42.41	42.41	42.41	42.41	43.23	44.43	45.63	46.83
13	B	42.83	44.26	45.69	47.12	48.54	49.97	51.40	52.83	54.25	55.68
	O	42.83	44.26	45.69	47.12	48.54	49.97	51.40	52.83	54.25	55.68
14	B	50.62	52.30	53.99	55.68	57.37	59.05	60.74	62.43	64.12	65.80
	O	50.62	52.30	53.99	55.68	57.37	59.05	60.74	62.43	64.12	65.80
15	B	59.54	61.52	63.51	65.49	67.48	69.46	71.45	73.43	75.42	77.40
	O	59.54	61.52	63.51	65.49	67.48	69.46	71.45	73.43	75.42	77.40

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/>