

**SALARY TABLE 2019-LR**  
**INCORPORATING A LOCALITY PAYMENT OF 17.40%**  
**FOR THE LOCALITY PAY AREA OF LAREDO, TX**  
**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	\$ 10.57	\$ 10.92	\$ 11.27	\$ 11.62	\$ 11.97	\$ 12.18	\$ 12.53	\$ 12.88	\$ 12.89	\$ 13.22
	O	15.86	16.38	16.91	17.43	17.96	18.27	18.80	19.32	19.34	19.83
2	B	11.88	12.16	12.56	12.89	13.04	13.42	13.80	14.19	14.57	14.95
	O	17.82	18.24	18.84	19.34	19.56	20.13	20.70	21.29	21.86	22.43
3	B	12.96	13.40	13.83	14.26	14.69	15.12	15.56	15.99	16.42	16.85
	O	19.44	20.10	20.75	21.39	22.04	22.68	23.34	23.99	24.63	25.28
4	B	14.55	15.04	15.52	16.01	16.49	16.98	17.46	17.95	18.43	18.92
	O	21.83	22.56	23.28	24.02	24.74	25.47	26.19	26.93	27.65	28.38
5	B	16.28	16.83	17.37	17.91	18.45	19.00	19.54	20.08	20.63	21.17
	O	24.42	25.25	26.06	26.87	27.68	28.50	29.31	30.12	30.95	31.76
6	B	18.15	18.75	19.36	19.96	20.57	21.17	21.78	22.38	22.99	23.59
	O	27.23	28.13	29.04	29.94	30.86	31.76	32.67	33.57	34.49	35.39
7	B	20.17	20.84	21.51	22.19	22.86	23.53	24.20	24.87	25.55	26.22
	O	30.26	31.26	32.27	33.29	34.29	35.30	36.30	37.31	38.33	39.33
8	B	22.34	23.08	23.83	24.57	25.32	26.06	26.80	27.55	28.29	29.04
	O	33.51	34.62	35.75	36.86	37.98	39.09	40.20	40.76	40.76	40.76
9	B	24.67	25.49	26.32	27.14	27.96	28.78	29.61	30.43	31.25	32.07
	O	37.01	38.24	39.48	40.71	40.76	40.76	40.76	40.76	40.76	40.76
10	B	27.17	28.07	28.98	29.89	30.79	31.70	32.60	33.51	34.41	35.32
	O	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76
11	B	29.85	30.84	31.84	32.83	33.83	34.82	35.82	36.81	37.81	38.80
	O	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76
12	B	35.78	36.97	38.16	39.35	40.55	41.74	42.93	44.13	45.32	46.51
	O	40.76	40.76	40.76	40.76	40.76	41.74	42.93	44.13	45.32	46.51
13	B	42.54	43.96	45.38	46.80	48.22	49.63	51.05	52.47	53.89	55.31
	O	42.54	43.96	45.38	46.80	48.22	49.63	51.05	52.47	53.89	55.31
14	B	50.27	51.95	53.62	55.30	56.98	58.65	60.33	62.00	63.68	65.36
	O	50.27	51.95	53.62	55.30	56.98	58.65	60.33	62.00	63.68	65.36
15	B	59.13	61.11	63.08	65.05	67.02	68.99	70.96	72.93	74.90	76.87
	O	59.13	61.11	63.08	65.05	67.02	68.99	70.96	72.93	74.90	76.87

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/>