**SALARY TABLE 2019-LR**

**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.22%**

**FOR THE LOCALITY PAY AREA OF LAREDO, TX**

**TOTAL INCREASE: 2.11%**

**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*

<table>
<thead>
<tr>
<th>Grade</th>
<th>B/O</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>B</td>
<td>$10.79</td>
<td>$11.15</td>
<td>$11.51</td>
<td>$11.87</td>
<td>$12.23</td>
<td>$12.44</td>
<td>$12.79</td>
<td>$13.15</td>
<td>$13.16</td>
<td>$13.50</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>$16.19</td>
<td>$16.73</td>
<td>$17.27</td>
<td>$17.81</td>
<td>$18.35</td>
<td>$18.66</td>
<td>$19.19</td>
<td>$19.73</td>
<td>$19.74</td>
<td>$20.25</td>
</tr>
<tr>
<td>3</td>
<td>B</td>
<td>13.24</td>
<td>13.68</td>
<td>14.12</td>
<td>14.56</td>
<td>15.00</td>
<td>15.44</td>
<td>15.88</td>
<td>16.33</td>
<td>16.77</td>
<td>17.21</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>19.86</td>
<td>20.52</td>
<td>21.18</td>
<td>21.84</td>
<td>22.50</td>
<td>23.16</td>
<td>23.82</td>
<td>24.50</td>
<td>25.16</td>
<td>25.82</td>
</tr>
<tr>
<td>4</td>
<td>B</td>
<td>14.86</td>
<td>15.36</td>
<td>15.85</td>
<td>16.34</td>
<td>16.84</td>
<td>17.34</td>
<td>17.83</td>
<td>18.33</td>
<td>18.82</td>
<td>19.32</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>22.29</td>
<td>23.04</td>
<td>23.78</td>
<td>24.51</td>
<td>25.26</td>
<td>26.01</td>
<td>26.75</td>
<td>27.50</td>
<td>28.23</td>
<td>28.98</td>
</tr>
<tr>
<td>5</td>
<td>B</td>
<td>16.63</td>
<td>17.18</td>
<td>17.73</td>
<td>18.29</td>
<td>18.84</td>
<td>19.40</td>
<td>19.95</td>
<td>20.50</td>
<td>21.06</td>
<td>21.61</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>24.95</td>
<td>25.77</td>
<td>26.60</td>
<td>27.44</td>
<td>28.26</td>
<td>29.10</td>
<td>29.93</td>
<td>30.75</td>
<td>31.59</td>
<td>32.42</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>27.80</td>
<td>28.73</td>
<td>29.66</td>
<td>30.59</td>
<td>31.50</td>
<td>32.43</td>
<td>33.36</td>
<td>34.29</td>
<td>35.22</td>
<td>36.14</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>30.89</td>
<td>31.92</td>
<td>32.96</td>
<td>33.98</td>
<td>35.01</td>
<td>36.05</td>
<td>37.07</td>
<td>38.10</td>
<td>39.14</td>
<td>40.16</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>34.22</td>
<td>35.36</td>
<td>36.50</td>
<td>37.64</td>
<td>38.78</td>
<td>39.92</td>
<td>41.06</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
</tr>
<tr>
<td>9</td>
<td>B</td>
<td>25.19</td>
<td>26.03</td>
<td>26.87</td>
<td>27.71</td>
<td>28.55</td>
<td>29.39</td>
<td>30.23</td>
<td>31.07</td>
<td>31.91</td>
<td>32.75</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>37.79</td>
<td>39.05</td>
<td>40.31</td>
<td>41.57</td>
<td>42.01</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
</tr>
<tr>
<td>10</td>
<td>B</td>
<td>27.74</td>
<td>28.67</td>
<td>29.59</td>
<td>30.51</td>
<td>31.44</td>
<td>32.36</td>
<td>33.29</td>
<td>34.21</td>
<td>35.14</td>
<td>36.06</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
</tr>
<tr>
<td>11</td>
<td>B</td>
<td>30.48</td>
<td>31.49</td>
<td>32.51</td>
<td>33.53</td>
<td>34.54</td>
<td>35.56</td>
<td>36.58</td>
<td>37.59</td>
<td>38.61</td>
<td>39.62</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
</tr>
<tr>
<td>12</td>
<td>B</td>
<td>36.53</td>
<td>37.75</td>
<td>38.97</td>
<td>40.18</td>
<td>41.40</td>
<td>42.62</td>
<td>43.84</td>
<td>45.06</td>
<td>46.27</td>
<td>47.49</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
<td>41.61</td>
</tr>
<tr>
<td>13</td>
<td>B</td>
<td>43.44</td>
<td>44.89</td>
<td>46.34</td>
<td>47.78</td>
<td>49.23</td>
<td>50.68</td>
<td>52.13</td>
<td>53.57</td>
<td>55.02</td>
<td>56.47</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>43.44</td>
<td>44.89</td>
<td>46.34</td>
<td>47.78</td>
<td>49.23</td>
<td>50.68</td>
<td>52.13</td>
<td>53.57</td>
<td>55.02</td>
<td>56.47</td>
</tr>
<tr>
<td>14</td>
<td>B</td>
<td>51.33</td>
<td>53.04</td>
<td>54.76</td>
<td>56.47</td>
<td>58.18</td>
<td>59.89</td>
<td>61.60</td>
<td>63.31</td>
<td>65.02</td>
<td>66.73</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>51.33</td>
<td>53.04</td>
<td>54.76</td>
<td>56.47</td>
<td>58.18</td>
<td>59.89</td>
<td>61.60</td>
<td>63.31</td>
<td>65.02</td>
<td>66.73</td>
</tr>
<tr>
<td>15</td>
<td>B</td>
<td>60.38</td>
<td>62.39</td>
<td>64.41</td>
<td>66.42</td>
<td>68.43</td>
<td>70.44</td>
<td>72.46</td>
<td>74.47</td>
<td>76.48</td>
<td>78.50</td>
</tr>
<tr>
<td></td>
<td>O</td>
<td>60.38</td>
<td>62.39</td>
<td>64.41</td>
<td>66.42</td>
<td>68.43</td>
<td>70.44</td>
<td>72.46</td>
<td>74.47</td>
<td>76.48</td>
<td>78.50</td>
</tr>
</tbody>
</table>