

**SALARY TABLE 2019-MSP (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.00%**  
**FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI**  
**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	\$ 11.32	\$ 11.70	\$ 12.07	\$ 12.45	\$ 12.82	\$ 13.04	\$ 13.42	\$ 13.79	\$ 13.81	\$ 14.16
	O	16.98	17.55	18.11	18.68	19.23	19.56	20.13	20.69	20.72	21.24
2	B	12.72	13.03	13.45	13.81	13.96	14.37	14.78	15.19	15.60	16.01
	O	19.08	19.55	20.18	20.72	20.94	21.56	22.17	22.79	23.40	24.02
3	B	16.66	17.12	17.59	18.05	18.51	18.98	19.44	19.90	20.36	20.83
	O	24.99	25.68	26.39	27.08	27.77	28.47	29.16	29.85	30.54	31.25
4	B	18.70	19.22	19.74	20.26	20.78	21.30	21.82	22.34	22.86	23.38
	O	28.05	28.83	29.61	30.39	31.17	31.95	32.73	33.51	34.29	35.07
5	B	21.51	22.09	22.67	23.25	23.83	24.41	24.99	25.57	26.15	26.74
	O	32.27	33.14	34.01	34.88	35.75	36.62	37.49	38.36	39.23	40.11
6	B	22.68	23.33	23.98	24.62	25.27	25.92	26.57	27.22	27.87	28.51
	O	34.02	35.00	35.97	36.93	37.91	38.88	39.86	40.83	41.81	42.77
7	B	24.48	25.20	25.92	26.64	27.36	28.08	28.80	29.52	30.24	30.96
	O	36.72	37.80	38.88	39.96	41.04	42.12	43.20	44.28	45.11	45.11
8	B	25.52	26.31	27.11	27.91	28.71	29.50	30.30	31.10	31.90	32.69
	O	38.28	39.47	40.67	41.87	43.07	44.25	45.11	45.11	45.11	45.11
9	B	27.30	28.18	29.06	29.94	30.83	31.71	32.59	33.47	34.35	35.23
	O	40.95	42.27	43.59	44.91	45.11	45.11	45.11	45.11	45.11	45.11
10	B	30.07	31.04	32.01	32.98	33.95	34.92	35.89	36.85	37.82	38.79
	O	45.11	45.11	45.11	45.11	45.11	45.11	45.11	45.11	45.11	45.11
11	B	31.97	33.03	34.10	35.17	36.23	37.30	38.36	39.43	40.50	41.56
	O	45.11	45.11	45.11	45.11	45.11	45.11	45.11	45.11	45.11	45.11
12	B	38.32	39.59	40.87	42.15	43.43	44.70	45.98	47.26	48.54	49.81
	O	45.11	45.11	45.11	45.11	45.11	45.11	45.98	47.26	48.54	49.81
13	B	45.56	47.08	48.60	50.12	51.64	53.16	54.68	56.19	57.71	59.23
	O	45.56	47.08	48.60	50.12	51.64	53.16	54.68	56.19	57.71	59.23
14	B	53.84	55.64	57.43	59.23	61.02	62.82	64.61	66.41	68.20	70.00
	O	53.84	55.64	57.43	59.23	61.02	62.82	64.61	66.41	68.20	70.00
15	B	63.33	65.45	67.56	69.67	71.78	73.89	76.00	78.11	79.78	79.78
	O	63.33	65.45	67.56	69.67	71.78	73.89	76.00	78.11	79.78	79.78

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>