

**SALARY TABLE 2019-PX (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.60%**  
**FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ**  
**TOTAL INCREASE: 1.83%**  
**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	\$ 10.92	\$ 11.28	\$ 11.64	\$ 12.01	\$ 12.37	\$ 12.58	\$ 12.94	\$ 13.30	\$ 13.32	\$ 13.65
	O	16.38	16.92	17.46	18.02	18.56	18.87	19.41	19.95	19.98	20.48
2	B	12.27	12.57	12.97	13.32	13.47	13.86	14.26	14.65	15.05	15.45
	O	18.41	18.86	19.46	19.98	20.21	20.79	21.39	21.98	22.58	23.18
3	B	16.07	16.52	16.96	17.41	17.86	18.30	18.75	19.20	19.64	20.09
	O	24.11	24.78	25.44	26.12	26.79	27.45	28.13	28.80	29.46	30.14
4	B	18.04	18.54	19.04	19.54	20.04	20.54	21.04	21.54	22.05	22.55
	O	27.06	27.81	28.56	29.31	30.06	30.81	31.56	32.31	33.08	33.83
5	B	20.74	21.30	21.86	22.42	22.98	23.55	24.11	24.67	25.23	25.79
	O	31.11	31.95	32.79	33.63	34.47	35.33	36.17	37.01	37.85	38.69
6	B	21.87	22.50	23.13	23.75	24.38	25.00	25.63	26.25	26.88	27.50
	O	32.81	33.75	34.70	35.63	36.57	37.50	38.45	39.38	40.32	41.25
7	B	23.61	24.31	25.00	25.70	26.39	27.09	27.78	28.47	29.17	29.86
	O	35.42	36.47	37.50	38.55	39.59	40.64	41.67	42.71	43.50	43.50
8	B	24.61	25.38	26.15	26.92	27.69	28.46	29.23	30.00	30.76	31.53
	O	36.92	38.07	39.23	40.38	41.54	42.69	43.50	43.50	43.50	43.50
9	B	26.33	27.18	28.03	28.88	29.73	30.58	31.43	32.28	33.13	33.98
	O	39.50	40.77	42.05	43.32	43.50	43.50	43.50	43.50	43.50	43.50
10	B	29.00	29.94	30.87	31.81	32.74	33.68	34.61	35.55	36.48	37.42
	O	43.50	43.50	43.50	43.50	43.50	43.50	43.50	43.50	43.50	43.50
11	B	30.83	31.86	32.89	33.92	34.95	35.97	37.00	38.03	39.06	40.09
	O	43.50	43.50	43.50	43.50	43.50	43.50	43.50	43.50	43.50	43.50
12	B	36.96	38.19	39.42	40.65	41.89	43.12	44.35	45.58	46.81	48.05
	O	43.50	43.50	43.50	43.50	43.50	43.50	44.35	45.58	46.81	48.05
13	B	43.95	45.41	46.88	48.34	49.81	51.27	52.74	54.20	55.67	57.13
	O	43.95	45.41	46.88	48.34	49.81	51.27	52.74	54.20	55.67	57.13
14	B	51.93	53.66	55.39	57.13	58.86	60.59	62.32	64.05	65.78	67.51
	O	51.93	53.66	55.39	57.13	58.86	60.59	62.32	64.05	65.78	67.51
15	B	61.09	63.12	65.16	67.20	69.23	71.27	73.30	75.34	77.38	79.41
	O	61.09	63.12	65.16	67.20	69.23	71.27	73.30	75.34	77.38	79.41

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/>