

**SALARY TABLE 2019-PX**  
**INCORPORATING A LOCALITY PAYMENT OF 19.09%**  
**FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ**  
**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	\$ 10.72	\$ 11.08	\$ 11.43	\$ 11.79	\$ 12.15	\$ 12.35	\$ 12.71	\$ 13.06	\$ 13.08	\$ 13.41
	O	16.08	16.62	17.15	17.69	18.23	18.53	19.07	19.59	19.62	20.12
2	B	12.05	12.34	12.74	13.08	13.22	13.61	14.00	14.39	14.78	15.17
	O	18.08	18.51	19.11	19.62	19.83	20.42	21.00	21.59	22.17	22.76
3	B	13.15	13.59	14.03	14.46	14.90	15.34	15.78	16.22	16.66	17.09
	O	19.73	20.39	21.05	21.69	22.35	23.01	23.67	24.33	24.99	25.64
4	B	14.76	15.25	15.75	16.24	16.73	17.22	17.71	18.21	18.70	19.19
	O	22.14	22.88	23.63	24.36	25.10	25.83	26.57	27.32	28.05	28.79
5	B	16.52	17.07	17.62	18.17	18.72	19.27	19.82	20.37	20.92	21.47
	O	24.78	25.61	26.43	27.26	28.08	28.91	29.73	30.56	31.38	32.21
6	B	18.41	19.02	19.64	20.25	20.86	21.48	22.09	22.70	23.32	23.93
	O	27.62	28.53	29.46	30.38	31.29	32.22	33.14	34.05	34.98	35.90
7	B	20.46	21.14	21.82	22.51	23.19	23.87	24.55	25.23	25.91	26.60
	O	30.69	31.71	32.73	33.77	34.79	35.81	36.83	37.85	38.87	39.90
8	B	22.66	23.41	24.17	24.92	25.68	26.44	27.19	27.95	28.70	29.46
	O	33.99	35.12	36.26	37.38	38.52	39.66	40.79	41.34	41.34	41.34
9	B	25.03	25.86	26.69	27.53	28.36	29.20	30.03	30.87	31.70	32.53
	O	37.55	38.79	40.04	41.30	41.34	41.34	41.34	41.34	41.34	41.34
10	B	27.56	28.48	29.40	30.32	31.23	32.15	33.07	33.99	34.91	35.83
	O	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34
11	B	30.28	31.29	32.30	33.31	34.32	35.33	36.34	37.34	38.35	39.36
	O	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34
12	B	36.29	37.50	38.71	39.92	41.13	42.34	43.55	44.76	45.97	47.18
	O	41.34	41.34	41.34	41.34	41.34	42.34	43.55	44.76	45.97	47.18
13	B	43.16	44.59	46.03	47.47	48.91	50.35	51.79	53.23	54.66	56.10
	O	43.16	44.59	46.03	47.47	48.91	50.35	51.79	53.23	54.66	56.10
14	B	51.00	52.70	54.40	56.10	57.80	59.50	61.20	62.90	64.60	66.30
	O	51.00	52.70	54.40	56.10	57.80	59.50	61.20	62.90	64.60	66.30
15	B	59.99	61.99	63.99	65.98	67.98	69.98	71.98	73.98	75.98	77.98
	O	59.99	61.99	63.99	65.98	67.98	69.98	71.98	73.98	75.98	77.98

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/>