

**SALARY TABLE 2019-GX (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING NO LOCALITY PAYMENT**  
**FOR AREAS OUTSIDE THE UNITED STATES**  
**RATES FROZEN AT 2018 LEVELS**  
**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	\$ 9.00	\$ 9.30	\$ 9.60	\$ 9.90	\$ 10.20	\$ 10.37	\$ 10.67	\$ 10.97	\$ 10.98	\$ 11.26
	O	13.50	13.95	14.40	14.85	15.30	15.56	16.01	16.46	16.47	16.89
2	B	10.12	10.36	10.70	10.98	11.10	11.43	11.76	12.08	12.41	12.74
	O	15.18	15.54	16.05	16.47	16.65	17.15	17.64	18.12	18.62	19.11
3	B	13.25	13.62	13.99	14.35	14.72	15.09	15.46	15.83	16.19	16.56
	O	19.88	20.43	20.99	21.53	22.08	22.64	23.19	23.75	24.29	24.84
4	B	14.87	15.29	15.70	16.11	16.53	16.94	17.35	17.77	18.18	18.59
	O	22.31	22.94	23.55	24.17	24.80	25.41	26.03	26.66	27.27	27.89
5	B	17.11	17.57	18.03	18.49	18.96	19.42	19.88	20.34	20.80	21.27
	O	25.67	26.36	27.05	27.74	28.44	29.13	29.82	30.51	31.20	31.91
6	B	18.03	18.55	19.07	19.58	20.10	20.61	21.13	21.64	22.16	22.67
	O	27.05	27.83	28.61	29.37	30.15	30.92	31.70	32.46	33.24	34.01
7	B	19.47	20.04	20.62	21.19	21.76	22.33	22.91	23.48	24.05	24.62
	O	29.21	30.06	30.93	31.79	32.64	33.50	34.37	35.22	35.87	35.87
8	B	20.29	20.93	21.56	22.20	22.83	23.47	24.10	24.74	25.37	26.00
	O	30.44	31.40	32.34	33.30	34.25	35.21	35.87	35.87	35.87	35.87
9	B	21.71	22.42	23.12	23.82	24.52	25.22	25.92	26.62	27.32	28.02
	O	32.57	33.63	34.68	35.73	35.87	35.87	35.87	35.87	35.87	35.87
10	B	23.91	24.68	25.46	26.23	27.00	27.77	28.54	29.31	30.08	30.86
	O	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87
11	B	25.43	26.27	27.12	27.97	28.82	29.66	30.51	31.36	32.21	33.05
	O	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87	35.87
12	B	30.47	31.49	32.51	33.52	34.54	35.55	36.57	37.59	38.60	39.62
	O	35.87	35.87	35.87	35.87	35.87	35.87	36.57	37.59	38.60	39.62
13	B	36.24	37.45	38.65	39.86	41.07	42.28	43.49	44.69	45.90	47.11
	O	36.24	37.45	38.65	39.86	41.07	42.28	43.49	44.69	45.90	47.11
14	B	42.82	44.25	45.68	47.10	48.53	49.96	51.39	52.81	54.24	55.67
	O	42.82	44.25	45.68	47.10	48.53	49.96	51.39	52.81	54.24	55.67
15	B	50.37	52.05	53.73	55.41	57.09	58.77	60.44	62.12	63.80	65.48
	O	50.37	52.05	53.73	55.41	57.09	58.77	60.44	62.12	63.80	65.48

NOTE: "Law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are entitled to 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.

**SALARY TABLE 2019-AL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.50%**  
**FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY-MA**  
**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	\$ 10.49	\$ 10.84	\$ 11.19	\$ 11.53	\$ 11.88	\$ 12.09	\$ 12.43	\$ 12.78	\$ 12.79	\$ 13.12
	O	15.74	16.26	16.79	17.30	17.82	18.14	18.65	19.17	19.19	19.68
2	B	11.79	12.07	12.46	12.79	12.94	13.32	13.70	14.08	14.46	14.84
	O	17.69	18.11	18.69	19.19	19.41	19.98	20.55	21.12	21.69	22.26
3	B	15.44	15.86	16.29	16.72	17.15	17.58	18.01	18.44	18.87	19.29
	O	23.16	23.79	24.44	25.08	25.73	26.37	27.02	27.66	28.31	28.94
4	B	17.33	17.81	18.29	18.77	19.25	19.73	20.22	20.70	21.18	21.66
	O	26.00	26.72	27.44	28.16	28.88	29.60	30.33	31.05	31.77	32.49
5	B	19.93	20.47	21.01	21.54	22.08	22.62	23.16	23.70	24.24	24.78
	O	29.90	30.71	31.52	32.31	33.12	33.93	34.74	35.55	36.36	37.17
6	B	21.01	21.61	22.21	22.81	23.41	24.01	24.61	25.21	25.81	26.41
	O	31.52	32.42	33.32	34.22	35.12	36.02	36.92	37.82	38.72	39.62
7	B	22.68	23.35	24.02	24.68	25.35	26.02	26.69	27.35	28.02	28.69
	O	34.02	35.03	36.03	37.02	38.03	39.03	40.04	41.03	41.79	41.79
8	B	23.64	24.38	25.12	25.86	26.60	27.34	28.08	28.82	29.56	30.30
	O	35.46	36.57	37.68	38.79	39.90	41.01	41.79	41.79	41.79	41.79
9	B	25.30	26.11	26.93	27.75	28.56	29.38	30.19	31.01	31.83	32.64
	O	37.95	39.17	40.40	41.63	41.79	41.79	41.79	41.79	41.79	41.79
10	B	27.86	28.76	29.66	30.56	31.45	32.35	33.25	34.15	35.05	35.95
	O	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79
11	B	29.62	30.61	31.60	32.58	33.57	34.56	35.55	36.53	37.52	38.51
	O	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79
12	B	35.50	36.69	37.87	39.05	40.24	41.42	42.60	43.79	44.97	46.15
	O	41.79	41.79	41.79	41.79	41.79	41.79	42.60	43.79	44.97	46.15
13	B	42.22	43.62	45.03	46.44	47.85	49.25	50.66	52.07	53.47	54.88
	O	42.22	43.62	45.03	46.44	47.85	49.25	50.66	52.07	53.47	54.88
14	B	49.89	51.55	53.21	54.88	56.54	58.20	59.87	61.53	63.19	64.85
	O	49.89	51.55	53.21	54.88	56.54	58.20	59.87	61.53	63.19	64.85
15	B	58.68	60.64	62.59	64.55	66.51	68.46	70.42	72.37	74.33	76.29
	O	58.68	60.64	62.59	64.55	66.51	68.46	70.42	72.37	74.33	76.29

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/>

**SALARY TABLE 2019-AQ (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 15.76%**  
**FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM**  
**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	\$ 10.42	\$ 10.77	\$ 11.11	\$ 11.46	\$ 11.81	\$ 12.01	\$ 12.35	\$ 12.70	\$ 12.71	\$ 13.04
	O	15.63	16.16	16.67	17.19	17.72	18.02	18.53	19.05	19.07	19.56
2	B	11.72	11.99	12.38	12.71	12.85	13.23	13.61	13.99	14.37	14.75
	O	17.58	17.99	18.57	19.07	19.28	19.85	20.42	20.99	21.56	22.13
3	B	15.34	15.76	16.19	16.62	17.04	17.47	17.89	18.32	18.75	19.17
	O	23.01	23.64	24.29	24.93	25.56	26.21	26.84	27.48	28.13	28.76
4	B	17.22	17.70	18.17	18.65	19.13	19.61	20.09	20.57	21.04	21.52
	O	25.83	26.55	27.26	27.98	28.70	29.42	30.14	30.86	31.56	32.28
5	B	19.80	20.34	20.87	21.41	21.94	22.48	23.01	23.55	24.08	24.62
	O	29.70	30.51	31.31	32.12	32.91	33.72	34.52	35.33	36.12	36.93
6	B	20.88	21.47	22.07	22.67	23.26	23.86	24.45	25.05	25.65	26.24
	O	31.32	32.21	33.11	34.01	34.89	35.79	36.68	37.58	38.48	39.36
7	B	22.54	23.20	23.86	24.53	25.19	25.85	26.52	27.18	27.84	28.50
	O	33.81	34.80	35.79	36.80	37.79	38.78	39.78	40.77	41.52	41.52
8	B	23.49	24.23	24.96	25.70	26.43	27.16	27.90	28.63	29.37	30.10
	O	35.24	36.35	37.44	38.55	39.65	40.74	41.52	41.52	41.52	41.52
9	B	25.14	25.95	26.76	27.57	28.38	29.19	30.00	30.81	31.62	32.44
	O	37.71	38.93	40.14	41.36	41.52	41.52	41.52	41.52	41.52	41.52
10	B	27.68	28.57	29.47	30.36	31.25	32.15	33.04	33.93	34.83	35.72
	O	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52
11	B	29.43	30.41	31.39	32.38	33.36	34.34	35.32	36.30	37.28	38.26
	O	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52	41.52
12	B	35.28	36.45	37.63	38.80	39.98	41.16	42.33	43.51	44.68	45.86
	O	41.52	41.52	41.52	41.52	41.52	41.52	42.33	43.51	44.68	45.86
13	B	41.95	43.35	44.75	46.14	47.54	48.94	50.34	51.74	53.14	54.53
	O	41.95	43.35	44.75	46.14	47.54	48.94	50.34	51.74	53.14	54.53
14	B	49.57	51.22	52.88	54.53	56.18	57.83	59.49	61.14	62.79	64.44
	O	49.57	51.22	52.88	54.53	56.18	57.83	59.49	61.14	62.79	64.44
15	B	58.31	60.25	62.20	64.14	66.08	68.03	69.97	71.91	73.86	75.80
	O	58.31	60.25	62.20	64.14	66.08	68.03	69.97	71.91	73.86	75.80

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/>

**SALARY TABLE 2019-ATL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 21.16%**  
**FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL**  
**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	\$ 10.91	\$ 11.27	\$ 11.63	\$ 11.99	\$ 12.36	\$ 12.57	\$ 12.93	\$ 13.29	\$ 13.30	\$ 13.64
	O	16.37	16.91	17.45	17.99	18.54	18.86	19.40	19.94	19.95	20.46
2	B	12.26	12.55	12.96	13.30	13.45	13.85	14.25	14.64	15.04	15.43
	O	18.39	18.83	19.44	19.95	20.18	20.78	21.38	21.96	22.56	23.15
3	B	16.05	16.50	16.95	17.39	17.84	18.28	18.73	19.17	19.62	20.07
	O	24.08	24.75	25.43	26.09	26.76	27.42	28.10	28.76	29.43	30.11
4	B	18.02	18.52	19.02	19.52	20.02	20.52	21.02	21.52	22.03	22.53
	O	27.03	27.78	28.53	29.28	30.03	30.78	31.53	32.28	33.05	33.80
5	B	20.73	21.29	21.85	22.41	22.97	23.53	24.09	24.65	25.21	25.77
	O	31.10	31.94	32.78	33.62	34.46	35.30	36.14	36.98	37.82	38.66
6	B	21.85	22.48	23.10	23.72	24.35	24.97	25.60	26.22	26.84	27.47
	O	32.78	33.72	34.65	35.58	36.53	37.46	38.40	39.33	40.26	41.21
7	B	23.59	24.28	24.98	25.67	26.37	27.06	27.75	28.45	29.14	29.83
	O	35.39	36.42	37.47	38.51	39.56	40.59	41.63	42.68	43.46	43.46
8	B	24.59	25.36	26.13	26.90	27.66	28.43	29.20	29.97	30.74	31.51
	O	36.89	38.04	39.20	40.35	41.49	42.65	43.46	43.46	43.46	43.46
9	B	26.31	27.16	28.01	28.86	29.70	30.55	31.40	32.25	33.10	33.95
	O	39.47	40.74	42.02	43.29	43.46	43.46	43.46	43.46	43.46	43.46
10	B	28.97	29.91	30.84	31.78	32.71	33.65	34.58	35.52	36.45	37.39
	O	43.46	43.46	43.46	43.46	43.46	43.46	43.46	43.46	43.46	43.46
11	B	30.80	31.83	32.86	33.89	34.91	35.94	36.97	37.99	39.02	40.05
	O	43.46	43.46	43.46	43.46	43.46	43.46	43.46	43.46	43.46	43.46
12	B	36.92	38.15	39.38	40.62	41.85	43.08	44.31	45.54	46.77	48.00
	O	43.46	43.46	43.46	43.46	43.46	43.46	44.31	45.54	46.77	48.00
13	B	43.91	45.37	46.83	48.30	49.76	51.22	52.69	54.15	55.61	57.08
	O	43.91	45.37	46.83	48.30	49.76	51.22	52.69	54.15	55.61	57.08
14	B	51.88	53.61	55.34	57.07	58.80	60.53	62.26	63.99	65.72	67.45
	O	51.88	53.61	55.34	57.07	58.80	60.53	62.26	63.99	65.72	67.45
15	B	61.03	63.06	65.10	67.13	69.17	71.20	73.23	75.27	77.30	78.68
	O	61.03	63.06	65.10	67.13	69.17	71.20	73.23	75.27	77.30	78.68

\* 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/>

**SALARY TABLE 2019-AU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.71%**  
**FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, 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	\$ 10.51	\$ 10.86	\$ 11.21	\$ 11.55	\$ 11.90	\$ 12.11	\$ 12.45	\$ 12.80	\$ 12.81	\$ 13.14
	O	15.77	16.29	16.82	17.33	17.85	18.17	18.68	19.20	19.22	19.71
2	B	11.81	12.09	12.48	12.81	12.96	13.34	13.72	14.10	14.49	14.87
	O	17.72	18.14	18.72	19.22	19.44	20.01	20.58	21.15	21.74	22.31
3	B	15.46	15.89	16.32	16.75	17.18	17.61	18.04	18.47	18.90	19.33
	O	23.19	23.84	24.48	25.13	25.77	26.42	27.06	27.71	28.35	29.00
4	B	17.36	17.84	18.32	18.81	19.29	19.77	20.25	20.73	21.22	21.70
	O	26.04	26.76	27.48	28.22	28.94	29.66	30.38	31.10	31.83	32.55
5	B	19.96	20.50	21.04	21.58	22.12	22.66	23.20	23.74	24.28	24.82
	O	29.94	30.75	31.56	32.37	33.18	33.99	34.80	35.61	36.42	37.23
6	B	21.05	21.65	22.25	22.85	23.45	24.05	24.66	25.26	25.86	26.46
	O	31.58	32.48	33.38	34.28	35.18	36.08	36.99	37.89	38.79	39.69
7	B	22.72	23.39	24.06	24.73	25.40	26.06	26.73	27.40	28.07	28.74
	O	34.08	35.09	36.09	37.10	38.10	39.09	40.10	41.10	41.87	41.87
8	B	23.69	24.43	25.17	25.91	26.65	27.39	28.13	28.87	29.61	30.35
	O	35.54	36.65	37.76	38.87	39.98	41.09	41.87	41.87	41.87	41.87
9	B	25.34	26.16	26.98	27.80	28.61	29.43	30.25	31.07	31.88	32.70
	O	38.01	39.24	40.47	41.70	41.87	41.87	41.87	41.87	41.87	41.87
10	B	27.91	28.81	29.71	30.61	31.51	32.41	33.31	34.21	35.11	36.01
	O	41.87	41.87	41.87	41.87	41.87	41.87	41.87	41.87	41.87	41.87
11	B	29.67	30.66	31.65	32.64	33.63	34.62	35.61	36.60	37.59	38.58
	O	41.87	41.87	41.87	41.87	41.87	41.87	41.87	41.87	41.87	41.87
12	B	35.57	36.75	37.94	39.12	40.31	41.49	42.68	43.87	45.05	46.24
	O	41.87	41.87	41.87	41.87	41.87	41.87	42.68	43.87	45.05	46.24
13	B	42.29	43.70	45.11	46.52	47.93	49.34	50.75	52.16	53.57	54.98
	O	42.29	43.70	45.11	46.52	47.93	49.34	50.75	52.16	53.57	54.98
14	B	49.98	51.64	53.31	54.98	56.64	58.31	59.97	61.64	63.31	64.97
	O	49.98	51.64	53.31	54.98	56.64	58.31	59.97	61.64	63.31	64.97
15	B	58.79	60.75	62.71	64.67	66.63	68.59	70.54	72.50	74.46	76.42
	O	58.79	60.75	62.71	64.67	66.63	68.59	70.54	72.50	74.46	76.42

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/>

**SALARY TABLE 2019-BH (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 15.37%**  
**FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL**  
**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	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	15.29	15.71	16.14	16.56	16.98	17.41	17.83	18.26	18.68	19.11
	O	22.94	23.57	24.21	24.84	25.47	26.12	26.75	27.39	28.02	28.67
4	B	17.16	17.64	18.11	18.59	19.07	19.54	20.02	20.50	20.97	21.45
	O	25.74	26.46	27.17	27.89	28.61	29.31	30.03	30.75	31.46	32.18
5	B	19.74	20.27	20.80	21.34	21.87	22.40	22.94	23.47	24.00	24.54
	O	29.61	30.41	31.20	32.01	32.81	33.60	34.41	35.21	36.00	36.81
6	B	20.81	21.40	22.00	22.59	23.18	23.78	24.37	24.97	25.56	26.16
	O	31.22	32.10	33.00	33.89	34.77	35.67	36.56	37.46	38.34	39.24
7	B	22.46	23.12	23.78	24.44	25.10	25.77	26.43	27.09	27.75	28.41
	O	33.69	34.68	35.67	36.66	37.65	38.66	39.65	40.64	41.39	41.39
8	B	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54	29.27	30.00
	O	35.12	36.23	37.32	38.42	39.51	40.61	41.39	41.39	41.39	41.39
9	B	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52	32.33
	O	37.58	38.79	40.01	41.22	41.39	41.39	41.39	41.39	41.39	41.39
10	B	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71	35.60
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	41.39	41.39	41.39	41.39	41.39	41.39	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

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/>

**SALARY TABLE 2019-BOS (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 27.48%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME**  
**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	\$ 11.47	\$ 11.86	\$ 12.24	\$ 12.62	\$ 13.00	\$ 13.22	\$ 13.60	\$ 13.98	\$ 14.00	\$ 14.36
	O	17.21	17.79	18.36	18.93	19.50	19.83	20.40	20.97	21.00	21.54
2	B	12.90	13.21	13.64	14.00	14.16	14.57	14.99	15.41	15.82	16.24
	O	19.35	19.82	20.46	21.00	21.24	21.86	22.49	23.12	23.73	24.36
3	B	16.89	17.36	17.83	18.30	18.77	19.24	19.71	20.17	20.64	21.11
	O	25.34	26.04	26.75	27.45	28.16	28.86	29.57	30.26	30.96	31.67
4	B	18.96	19.49	20.01	20.54	21.07	21.59	22.12	22.65	23.17	23.70
	O	28.44	29.24	30.02	30.81	31.61	32.39	33.18	33.98	34.76	35.55
5	B	21.81	22.40	22.99	23.57	24.16	24.75	25.34	25.93	26.52	27.11
	O	32.72	33.60	34.49	35.36	36.24	37.13	38.01	38.90	39.78	40.67
6	B	22.99	23.65	24.30	24.96	25.62	26.27	26.93	27.59	28.24	28.90
	O	34.49	35.48	36.45	37.44	38.43	39.41	40.40	41.39	42.36	43.35
7	B	24.82	25.55	26.28	27.01	27.74	28.47	29.20	29.93	30.66	31.39
	O	37.23	38.33	39.42	40.52	41.61	42.71	43.80	44.90	45.72	45.72
8	B	25.87	26.68	27.49	28.30	29.11	29.92	30.72	31.53	32.34	33.15
	O	38.81	40.02	41.24	42.45	43.67	44.88	45.72	45.72	45.72	45.72
9	B	27.68	28.57	29.47	30.36	31.25	32.15	33.04	33.93	34.83	35.72
	O	41.52	42.86	44.21	45.54	45.72	45.72	45.72	45.72	45.72	45.72
10	B	30.48	31.47	32.45	33.44	34.42	35.40	36.39	37.37	38.35	39.34
	O	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72
11	B	32.41	33.49	34.57	35.65	36.73	37.81	38.90	39.98	41.06	42.14
	O	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72
12	B	38.85	40.14	41.44	42.73	44.03	45.32	46.62	47.91	49.21	50.50
	O	45.72	45.72	45.72	45.72	45.72	45.72	46.62	47.91	49.21	50.50
13	B	46.20	47.74	49.28	50.82	52.36	53.90	55.44	56.98	58.52	60.06
	O	46.20	47.74	49.28	50.82	52.36	53.90	55.44	56.98	58.52	60.06
14	B	54.59	56.41	58.23	60.05	61.87	63.69	65.51	67.33	69.15	70.97
	O	54.59	56.41	58.23	60.05	61.87	63.69	65.51	67.33	69.15	70.97
15	B	64.21	66.35	68.49	70.63	72.77	74.91	77.05	78.68	78.68	78.68
	O	64.21	66.35	68.49	70.63	72.77	74.91	77.05	78.68	78.68	78.68

\* 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/>

**SALARY TABLE 2019-BU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 19.18%**  
**FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY**  
**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	\$ 10.73	\$ 11.09	\$ 11.44	\$ 11.80	\$ 12.15	\$ 12.36	\$ 12.72	\$ 13.07	\$ 13.09	\$ 13.42
	O	16.10	16.64	17.16	17.70	18.23	18.54	19.08	19.61	19.64	20.13
2	B	12.06	12.35	12.75	13.09	13.23	13.62	14.01	14.40	14.79	15.18
	O	18.09	18.53	19.13	19.64	19.85	20.43	21.02	21.60	22.19	22.77
3	B	15.79	16.23	16.67	17.11	17.55	17.98	18.42	18.86	19.30	19.74
	O	23.69	24.35	25.01	25.67	26.33	26.97	27.63	28.29	28.95	29.61
4	B	17.73	18.22	18.71	19.20	19.70	20.19	20.68	21.17	21.67	22.16
	O	26.60	27.33	28.07	28.80	29.55	30.29	31.02	31.76	32.51	33.24
5	B	20.39	20.94	21.49	22.04	22.59	23.14	23.69	24.24	24.80	25.35
	O	30.59	31.41	32.24	33.06	33.89	34.71	35.54	36.36	37.20	38.03
6	B	21.49	22.11	22.72	23.34	23.95	24.56	25.18	25.79	26.41	27.02
	O	32.24	33.17	34.08	35.01	35.93	36.84	37.77	38.69	39.62	40.53
7	B	23.20	23.89	24.57	25.25	25.93	26.62	27.30	27.98	28.66	29.35
	O	34.80	35.84	36.86	37.88	38.90	39.93	40.95	41.97	42.75	42.75
8	B	24.19	24.94	25.70	26.46	27.21	27.97	28.72	29.48	30.24	30.99
	O	36.29	37.41	38.55	39.69	40.82	41.96	42.75	42.75	42.75	42.75
9	B	25.88	26.71	27.55	28.38	29.22	30.05	30.89	31.72	32.56	33.39
	O	38.82	40.07	41.33	42.57	42.75	42.75	42.75	42.75	42.75	42.75
10	B	28.50	29.42	30.34	31.26	32.18	33.10	34.02	34.94	35.86	36.77
	O	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75
11	B	30.30	31.31	32.32	33.33	34.34	35.35	36.36	37.37	38.38	39.39
	O	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75
12	B	36.32	37.53	38.74	39.95	41.16	42.37	43.58	44.79	46.00	47.22
	O	42.75	42.75	42.75	42.75	42.75	42.75	43.58	44.79	46.00	47.22
13	B	43.19	44.63	46.07	47.51	48.95	50.39	51.83	53.27	54.71	56.14
	O	43.19	44.63	46.07	47.51	48.95	50.39	51.83	53.27	54.71	56.14
14	B	51.04	52.74	54.44	56.14	57.84	59.54	61.24	62.94	64.64	66.35
	O	51.04	52.74	54.44	56.14	57.84	59.54	61.24	62.94	64.64	66.35
15	B	60.03	62.03	64.03	66.03	68.04	70.04	72.04	74.04	76.04	78.04
	O	60.03	62.03	64.03	66.03	68.04	70.04	72.04	74.04	76.04	78.04

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/>



**SALARY TABLE 2019-BN (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 15.37%**  
**FOR THE LOCALITY PAY AREA OF BURLINGTON-SOUTH BURLINGTON, VT**  
**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	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	15.29	15.71	16.14	16.56	16.98	17.41	17.83	18.26	18.68	19.11
	O	22.94	23.57	24.21	24.84	25.47	26.12	26.75	27.39	28.02	28.67
4	B	17.16	17.64	18.11	18.59	19.07	19.54	20.02	20.50	20.97	21.45
	O	25.74	26.46	27.17	27.89	28.61	29.31	30.03	30.75	31.46	32.18
5	B	19.74	20.27	20.80	21.34	21.87	22.40	22.94	23.47	24.00	24.54
	O	29.61	30.41	31.20	32.01	32.81	33.60	34.41	35.21	36.00	36.81
6	B	20.81	21.40	22.00	22.59	23.18	23.78	24.37	24.97	25.56	26.16
	O	31.22	32.10	33.00	33.89	34.77	35.67	36.56	37.46	38.34	39.24
7	B	22.46	23.12	23.78	24.44	25.10	25.77	26.43	27.09	27.75	28.41
	O	33.69	34.68	35.67	36.66	37.65	38.66	39.65	40.64	41.39	41.39
8	B	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54	29.27	30.00
	O	35.12	36.23	37.32	38.42	39.51	40.61	41.39	41.39	41.39	41.39
9	B	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52	32.33
	O	37.58	38.79	40.01	41.22	41.39	41.39	41.39	41.39	41.39	41.39
10	B	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71	35.60
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	41.39	41.39	41.39	41.39	41.39	41.39	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

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/>

**SALARY TABLE 2019-CT (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.21%**  
**FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC**  
**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	\$ 10.46	\$ 10.81	\$ 11.16	\$ 11.50	\$ 11.85	\$ 12.06	\$ 12.40	\$ 12.75	\$ 12.76	\$ 13.09
	O	15.69	16.22	16.74	17.25	17.78	18.09	18.60	19.13	19.14	19.64
2	B	11.76	12.04	12.43	12.76	12.90	13.28	13.66	14.04	14.42	14.80
	O	17.64	18.06	18.65	19.14	19.35	19.92	20.49	21.06	21.63	22.20
3	B	15.40	15.83	16.25	16.68	17.11	17.54	17.96	18.39	18.82	19.25
	O	23.10	23.75	24.38	25.02	25.67	26.31	26.94	27.59	28.23	28.88
4	B	17.29	17.77	18.25	18.73	19.21	19.69	20.17	20.65	21.13	21.61
	O	25.94	26.66	27.38	28.10	28.82	29.54	30.26	30.98	31.70	32.42
5	B	19.88	20.42	20.95	21.49	22.03	22.57	23.10	23.64	24.18	24.71
	O	29.82	30.63	31.43	32.24	33.05	33.86	34.65	35.46	36.27	37.07
6	B	20.96	21.56	22.16	22.75	23.35	23.95	24.55	25.15	25.75	26.35
	O	31.44	32.34	33.24	34.13	35.03	35.93	36.83	37.73	38.63	39.53
7	B	22.63	23.29	23.96	24.62	25.29	25.95	26.62	27.28	27.95	28.61
	O	33.95	34.94	35.94	36.93	37.94	38.93	39.93	40.92	41.69	41.69
8	B	23.58	24.32	25.06	25.80	26.53	27.27	28.01	28.75	29.48	30.22
	O	35.37	36.48	37.59	38.70	39.80	40.91	41.69	41.69	41.69	41.69
9	B	25.23	26.05	26.86	27.68	28.49	29.31	30.12	30.93	31.75	32.56
	O	37.85	39.08	40.29	41.52	41.69	41.69	41.69	41.69	41.69	41.69
10	B	27.79	28.69	29.58	30.48	31.38	32.27	33.17	34.07	34.96	35.86
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
11	B	29.55	30.53	31.52	32.50	33.49	34.47	35.46	36.44	37.43	38.41
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
12	B	35.41	36.59	37.78	38.96	40.14	41.32	42.50	43.68	44.86	46.04
	O	41.69	41.69	41.69	41.69	41.69	41.69	42.50	43.68	44.86	46.04
13	B	42.11	43.52	44.92	46.32	47.73	49.13	50.53	51.94	53.34	54.75
	O	42.11	43.52	44.92	46.32	47.73	49.13	50.53	51.94	53.34	54.75
14	B	49.76	51.42	53.08	54.74	56.40	58.06	59.72	61.38	63.03	64.69
	O	49.76	51.42	53.08	54.74	56.40	58.06	59.72	61.38	63.03	64.69
15	B	58.54	60.49	62.44	64.39	66.34	68.29	70.24	72.19	74.14	76.10
	O	58.54	60.49	62.44	64.39	66.34	68.29	70.24	72.19	74.14	76.10

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/>

**SALARY TABLE 2019-CHI (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 27.47%**  
**FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI**  
**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	\$ 11.47	\$ 11.86	\$ 12.24	\$ 12.62	\$ 13.00	\$ 13.22	\$ 13.60	\$ 13.98	\$ 14.00	\$ 14.35
	O	17.21	17.79	18.36	18.93	19.50	19.83	20.40	20.97	21.00	21.53
2	B	12.90	13.21	13.63	14.00	14.15	14.57	14.99	15.40	15.82	16.24
	O	19.35	19.82	20.45	21.00	21.23	21.86	22.49	23.10	23.73	24.36
3	B	16.89	17.36	17.83	18.30	18.77	19.24	19.70	20.17	20.64	21.11
	O	25.34	26.04	26.75	27.45	28.16	28.86	29.55	30.26	30.96	31.67
4	B	18.96	19.49	20.01	20.54	21.07	21.59	22.12	22.65	23.17	23.70
	O	28.44	29.24	30.02	30.81	31.61	32.39	33.18	33.98	34.76	35.55
5	B	21.80	22.39	22.98	23.57	24.16	24.75	25.34	25.93	26.52	27.11
	O	32.70	33.59	34.47	35.36	36.24	37.13	38.01	38.90	39.78	40.67
6	B	22.99	23.65	24.30	24.96	25.62	26.27	26.93	27.59	28.24	28.90
	O	34.49	35.48	36.45	37.44	38.43	39.41	40.40	41.39	42.36	43.35
7	B	24.82	25.55	26.28	27.01	27.74	28.47	29.20	29.93	30.66	31.39
	O	37.23	38.33	39.42	40.52	41.61	42.71	43.80	44.90	45.72	45.72
8	B	25.87	26.68	27.49	28.30	29.10	29.91	30.72	31.53	32.34	33.15
	O	38.81	40.02	41.24	42.45	43.65	44.87	45.72	45.72	45.72	45.72
9	B	27.68	28.57	29.47	30.36	31.25	32.14	33.04	33.93	34.82	35.72
	O	41.52	42.86	44.21	45.54	45.72	45.72	45.72	45.72	45.72	45.72
10	B	30.48	31.47	32.45	33.43	34.42	35.40	36.38	37.37	38.35	39.33
	O	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72
11	B	32.41	33.49	34.57	35.65	36.73	37.81	38.89	39.97	41.05	42.13
	O	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72	45.72
12	B	38.85	40.14	41.44	42.73	44.02	45.32	46.61	47.91	49.20	50.50
	O	45.72	45.72	45.72	45.72	45.72	45.72	46.61	47.91	49.20	50.50
13	B	46.19	47.73	49.27	50.81	52.35	53.89	55.43	56.97	58.51	60.05
	O	46.19	47.73	49.27	50.81	52.35	53.89	55.43	56.97	58.51	60.05
14	B	54.59	56.40	58.22	60.04	61.86	63.68	65.50	67.32	69.14	70.96
	O	54.59	56.40	58.22	60.04	61.86	63.68	65.50	67.32	69.14	70.96
15	B	64.21	66.35	68.49	70.63	72.77	74.91	77.05	78.68	78.68	78.68
	O	64.21	66.35	68.49	70.63	72.77	74.91	77.05	78.68	78.68	78.68

\* 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/>

**SALARY TABLE 2019-CIN (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 19.87%**  
**FOR THE LOCALITY PAY AREA OF CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN**  
**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	\$ 10.79	\$ 11.15	\$ 11.51	\$ 11.87	\$ 12.23	\$ 12.44	\$ 12.79	\$ 13.15	\$ 13.16	\$ 13.50
	O	16.19	16.73	17.27	17.81	18.35	18.66	19.19	19.73	19.74	20.25
2	B	12.13	12.42	12.82	13.16	13.31	13.70	14.09	14.49	14.88	15.27
	O	18.20	18.63	19.23	19.74	19.97	20.55	21.14	21.74	22.32	22.91
3	B	15.88	16.32	16.77	17.21	17.65	18.09	18.53	18.97	19.41	19.85
	O	23.82	24.48	25.16	25.82	26.48	27.14	27.80	28.46	29.12	29.78
4	B	17.83	18.33	18.82	19.32	19.81	20.31	20.80	21.30	21.79	22.29
	O	26.75	27.50	28.23	28.98	29.72	30.47	31.20	31.95	32.69	33.44
5	B	20.51	21.06	21.61	22.17	22.72	23.28	23.83	24.38	24.94	25.49
	O	30.77	31.59	32.42	33.26	34.08	34.92	35.75	36.57	37.41	38.24
6	B	21.62	22.24	22.85	23.47	24.09	24.71	25.32	25.94	26.56	27.18
	O	32.43	33.36	34.28	35.21	36.14	37.07	37.98	38.91	39.84	40.77
7	B	23.34	24.02	24.71	25.40	26.08	26.77	27.46	28.14	28.83	29.52
	O	35.01	36.03	37.07	38.10	39.12	40.16	41.19	42.21	43.01	43.01
8	B	24.33	25.09	25.85	26.61	27.37	28.13	28.89	29.65	30.41	31.17
	O	36.50	37.64	38.78	39.92	41.06	42.20	43.01	43.01	43.01	43.01
9	B	26.03	26.87	27.71	28.55	29.39	30.23	31.07	31.91	32.75	33.59
	O	39.05	40.31	41.57	42.83	43.01	43.01	43.01	43.01	43.01	43.01
10	B	28.67	29.59	30.51	31.44	32.36	33.29	34.21	35.14	36.06	36.99
	O	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01
11	B	30.48	31.49	32.51	33.53	34.54	35.56	36.57	37.59	38.61	39.62
	O	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01	43.01
12	B	36.53	37.75	38.97	40.18	41.40	42.62	43.84	45.05	46.27	47.49
	O	43.01	43.01	43.01	43.01	43.01	43.01	43.84	45.05	46.27	47.49
13	B	43.44	44.89	46.33	47.78	49.23	50.68	52.13	53.57	55.02	56.47
	O	43.44	44.89	46.33	47.78	49.23	50.68	52.13	53.57	55.02	56.47
14	B	51.33	53.04	54.75	56.46	58.18	59.89	61.60	63.31	65.02	66.73
	O	51.33	53.04	54.75	56.46	58.18	59.89	61.60	63.31	65.02	66.73
15	B	60.38	62.39	64.40	66.42	68.43	70.44	72.45	74.47	76.48	78.49
	O	60.38	62.39	64.40	66.42	68.43	70.44	72.45	74.47	76.48	78.49

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/>

**SALARY TABLE 2019-CLE (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 20.08%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH**  
**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	\$ 10.81	\$ 11.17	\$ 11.53	\$ 11.89	\$ 12.25	\$ 12.46	\$ 12.81	\$ 13.17	\$ 13.18	\$ 13.52
	O	16.22	16.76	17.30	17.84	18.38	18.69	19.22	19.76	19.77	20.28
2	B	12.15	12.44	12.84	13.18	13.33	13.73	14.12	14.51	14.90	15.30
	O	18.23	18.66	19.26	19.77	20.00	20.60	21.18	21.77	22.35	22.95
3	B	15.91	16.35	16.79	17.24	17.68	18.12	18.56	19.00	19.45	19.89
	O	23.87	24.53	25.19	25.86	26.52	27.18	27.84	28.50	29.18	29.84
4	B	17.86	18.36	18.85	19.35	19.85	20.34	20.84	21.33	21.83	22.32
	O	26.79	27.54	28.28	29.03	29.78	30.51	31.26	32.00	32.75	33.48
5	B	20.54	21.10	21.65	22.21	22.76	23.32	23.87	24.43	24.98	25.54
	O	30.81	31.65	32.48	33.32	34.14	34.98	35.81	36.65	37.47	38.31
6	B	21.66	22.28	22.89	23.51	24.13	24.75	25.37	25.99	26.60	27.22
	O	32.49	33.42	34.34	35.27	36.20	37.13	38.06	38.99	39.90	40.83
7	B	23.38	24.07	24.75	25.44	26.13	26.82	27.51	28.19	28.88	29.57
	O	35.07	36.11	37.13	38.16	39.20	40.23	41.27	42.29	43.07	43.07
8	B	24.37	25.13	25.89	26.66	27.42	28.18	28.94	29.70	30.46	31.23
	O	36.56	37.70	38.84	39.99	41.13	42.27	43.07	43.07	43.07	43.07
9	B	26.08	26.92	27.76	28.60	29.44	30.28	31.12	31.96	32.80	33.65
	O	39.12	40.38	41.64	42.90	43.07	43.07	43.07	43.07	43.07	43.07
10	B	28.71	29.64	30.57	31.49	32.42	33.35	34.27	35.20	36.13	37.05
	O	43.07	43.07	43.07	43.07	43.07	43.07	43.07	43.07	43.07	43.07
11	B	30.53	31.55	32.57	33.58	34.60	35.62	36.64	37.66	38.67	39.69
	O	43.07	43.07	43.07	43.07	43.07	43.07	43.07	43.07	43.07	43.07
12	B	36.59	37.81	39.03	40.25	41.47	42.69	43.91	45.13	46.35	47.57
	O	43.07	43.07	43.07	43.07	43.07	43.07	43.91	45.13	46.35	47.57
13	B	43.51	44.96	46.42	47.87	49.32	50.77	52.22	53.67	55.12	56.57
	O	43.51	44.96	46.42	47.87	49.32	50.77	52.22	53.67	55.12	56.57
14	B	51.42	53.14	54.85	56.56	58.28	59.99	61.71	63.42	65.13	66.85
	O	51.42	53.14	54.85	56.56	58.28	59.99	61.71	63.42	65.13	66.85
15	B	60.48	62.50	64.52	66.53	68.55	70.57	72.58	74.60	76.61	78.63
	O	60.48	62.50	64.52	66.53	68.55	70.57	72.58	74.60	76.61	78.63

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/>

**SALARY TABLE 2019-CS (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.59%**  
**FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO**  
**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	\$ 10.49	\$ 10.85	\$ 11.19	\$ 11.54	\$ 11.89	\$ 12.09	\$ 12.44	\$ 12.79	\$ 12.80	\$ 13.13
	O	15.74	16.28	16.79	17.31	17.84	18.14	18.66	19.19	19.20	19.70
2	B	11.80	12.08	12.47	12.80	12.95	13.33	13.71	14.09	14.47	14.85
	O	17.70	18.12	18.71	19.20	19.43	20.00	20.57	21.14	21.71	22.28
3	B	15.45	15.88	16.31	16.74	17.16	17.59	18.02	18.45	18.88	19.31
	O	23.18	23.82	24.47	25.11	25.74	26.39	27.03	27.68	28.32	28.97
4	B	17.34	17.82	18.31	18.79	19.27	19.75	20.23	20.71	21.19	21.68
	O	26.01	26.73	27.47	28.19	28.91	29.63	30.35	31.07	31.79	32.52
5	B	19.94	20.48	21.02	21.56	22.10	22.64	23.18	23.72	24.26	24.80
	O	29.91	30.72	31.53	32.34	33.15	33.96	34.77	35.58	36.39	37.20
6	B	21.03	21.63	22.23	22.83	23.43	24.03	24.63	25.23	25.83	26.43
	O	31.55	32.45	33.35	34.25	35.15	36.05	36.95	37.85	38.75	39.65
7	B	22.70	23.37	24.04	24.70	25.37	26.04	26.71	27.37	28.04	28.71
	O	34.05	35.06	36.06	37.05	38.06	39.06	40.07	41.06	41.82	41.82
8	B	23.66	24.40	25.14	25.88	26.62	27.36	28.10	28.84	29.58	30.32
	O	35.49	36.60	37.71	38.82	39.93	41.04	41.82	41.82	41.82	41.82
9	B	25.32	26.13	26.95	27.77	28.58	29.40	30.22	31.03	31.85	32.67
	O	37.98	39.20	40.43	41.66	41.82	41.82	41.82	41.82	41.82	41.82
10	B	27.88	28.78	29.68	30.58	31.48	32.38	33.28	34.18	35.08	35.98
	O	41.82	41.82	41.82	41.82	41.82	41.82	41.82	41.82	41.82	41.82
11	B	29.64	30.63	31.62	32.61	33.60	34.58	35.57	36.56	37.55	38.54
	O	41.82	41.82	41.82	41.82	41.82	41.82	41.82	41.82	41.82	41.82
12	B	35.53	36.71	37.90	39.08	40.27	41.45	42.64	43.82	45.00	46.19
	O	41.82	41.82	41.82	41.82	41.82	41.82	42.64	43.82	45.00	46.19
13	B	42.25	43.66	45.07	46.47	47.88	49.29	50.70	52.11	53.52	54.92
	O	42.25	43.66	45.07	46.47	47.88	49.29	50.70	52.11	53.52	54.92
14	B	49.93	51.59	53.25	54.92	56.58	58.25	59.91	61.58	63.24	64.90
	O	49.93	51.59	53.25	54.92	56.58	58.25	59.91	61.58	63.24	64.90
15	B	58.73	60.68	62.64	64.60	66.56	68.51	70.47	72.43	74.39	76.34
	O	58.73	60.68	62.64	64.60	66.56	68.51	70.47	72.43	74.39	76.34

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/>

**SALARY TABLE 2019-COL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 18.97%**  
**FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH**  
**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	\$ 10.71	\$ 11.07	\$ 11.42	\$ 11.78	\$ 12.13	\$ 12.34	\$ 12.69	\$ 13.05	\$ 13.06	\$ 13.40
	O	16.07	16.61	17.13	17.67	18.20	18.51	19.04	19.58	19.59	20.10
2	B	12.04	12.33	12.73	13.06	13.21	13.60	13.99	14.38	14.77	15.15
	O	18.06	18.50	19.10	19.59	19.82	20.40	20.99	21.57	22.16	22.73
3	B	15.76	16.20	16.64	17.08	17.52	17.95	18.39	18.83	19.27	19.70
	O	23.64	24.30	24.96	25.62	26.28	26.93	27.59	28.25	28.91	29.55
4	B	17.70	18.19	18.68	19.17	19.66	20.15	20.64	21.14	21.63	22.12
	O	26.55	27.29	28.02	28.76	29.49	30.23	30.96	31.71	32.45	33.18
5	B	20.35	20.90	21.45	22.00	22.55	23.10	23.65	24.20	24.75	25.30
	O	30.53	31.35	32.18	33.00	33.83	34.65	35.48	36.30	37.13	37.95
6	B	21.46	22.07	22.68	23.29	23.91	24.52	25.13	25.75	26.36	26.97
	O	32.19	33.11	34.02	34.94	35.87	36.78	37.70	38.63	39.54	40.46
7	B	23.16	23.84	24.53	25.21	25.89	26.57	27.25	27.93	28.61	29.29
	O	34.74	35.76	36.80	37.82	38.84	39.86	40.88	41.90	42.68	42.68
8	B	24.14	24.90	25.65	26.41	27.16	27.92	28.67	29.43	30.18	30.94
	O	36.21	37.35	38.48	39.62	40.74	41.88	42.68	42.68	42.68	42.68
9	B	25.83	26.67	27.50	28.33	29.17	30.00	30.83	31.67	32.50	33.33
	O	38.75	40.01	41.25	42.50	42.68	42.68	42.68	42.68	42.68	42.68
10	B	28.45	29.37	30.29	31.20	32.12	33.04	33.96	34.87	35.79	36.71
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
11	B	30.25	31.26	32.26	33.27	34.28	35.29	36.30	37.31	38.32	39.32
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
12	B	36.26	37.46	38.67	39.88	41.09	42.30	43.51	44.71	45.92	47.13
	O	42.68	42.68	42.68	42.68	42.68	42.68	43.51	44.71	45.92	47.13
13	B	43.11	44.55	45.99	47.42	48.86	50.30	51.73	53.17	54.61	56.05
	O	43.11	44.55	45.99	47.42	48.86	50.30	51.73	53.17	54.61	56.05
14	B	50.95	52.64	54.34	56.04	57.74	59.44	61.13	62.83	64.53	66.23
	O	50.95	52.64	54.34	56.04	57.74	59.44	61.13	62.83	64.53	66.23
15	B	59.93	61.92	63.92	65.92	67.92	69.91	71.91	73.91	75.91	77.90
	O	59.93	61.92	63.92	65.92	67.92	69.91	71.91	73.91	75.91	77.90

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/>

**SALARY TABLE 2019-CC (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 15.37%**  
**FOR THE LOCALITY PAY AREA OF CORPUS CHRISTI-KINGSVILLE-ALICE, 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	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	15.29	15.71	16.14	16.56	16.98	17.41	17.83	18.26	18.68	19.11
	O	22.94	23.57	24.21	24.84	25.47	26.12	26.75	27.39	28.02	28.67
4	B	17.16	17.64	18.11	18.59	19.07	19.54	20.02	20.50	20.97	21.45
	O	25.74	26.46	27.17	27.89	28.61	29.31	30.03	30.75	31.46	32.18
5	B	19.74	20.27	20.80	21.34	21.87	22.40	22.94	23.47	24.00	24.54
	O	29.61	30.41	31.20	32.01	32.81	33.60	34.41	35.21	36.00	36.81
6	B	20.81	21.40	22.00	22.59	23.18	23.78	24.37	24.97	25.56	26.16
	O	31.22	32.10	33.00	33.89	34.77	35.67	36.56	37.46	38.34	39.24
7	B	22.46	23.12	23.78	24.44	25.10	25.77	26.43	27.09	27.75	28.41
	O	33.69	34.68	35.67	36.66	37.65	38.66	39.65	40.64	41.39	41.39
8	B	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54	29.27	30.00
	O	35.12	36.23	37.32	38.42	39.51	40.61	41.39	41.39	41.39	41.39
9	B	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52	32.33
	O	37.58	38.79	40.01	41.22	41.39	41.39	41.39	41.39	41.39	41.39
10	B	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71	35.60
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	41.39	41.39	41.39	41.39	41.39	41.39	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

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/>



**SALARY TABLE 2019-DFW (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 23.40%**  
**FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK**  
**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	\$ 11.11	\$ 11.48	\$ 11.85	\$ 12.22	\$ 12.59	\$ 12.80	\$ 13.17	\$ 13.53	\$ 13.55	\$ 13.90
	O	16.67	17.22	17.78	18.33	18.89	19.20	19.76	20.30	20.33	20.85
2	B	12.49	12.79	13.20	13.55	13.70	14.11	14.51	14.91	15.32	15.72
	O	18.74	19.19	19.80	20.33	20.55	21.17	21.77	22.37	22.98	23.58
3	B	16.35	16.80	17.26	17.71	18.17	18.62	19.08	19.53	19.98	20.44
	O	24.53	25.20	25.89	26.57	27.26	27.93	28.62	29.30	29.97	30.66
4	B	18.36	18.86	19.37	19.88	20.39	20.90	21.41	21.92	22.43	22.94
	O	27.54	28.29	29.06	29.82	30.59	31.35	32.12	32.88	33.65	34.41
5	B	21.11	21.68	22.25	22.82	23.39	23.96	24.53	25.10	25.67	26.24
	O	31.67	32.52	33.38	34.23	35.09	35.94	36.80	37.65	38.51	39.36
6	B	22.26	22.89	23.53	24.16	24.80	25.43	26.07	26.70	27.34	27.98
	O	33.39	34.34	35.30	36.24	37.20	38.15	39.11	40.05	41.01	41.97
7	B	24.03	24.73	25.44	26.15	26.85	27.56	28.27	28.97	29.68	30.39
	O	36.05	37.10	38.16	39.23	40.28	41.34	42.41	43.46	44.27	44.27
8	B	25.04	25.83	26.61	27.39	28.17	28.96	29.74	30.52	31.31	32.09
	O	37.56	38.75	39.92	41.09	42.26	43.44	44.27	44.27	44.27	44.27
9	B	26.80	27.66	28.53	29.39	30.25	31.12	31.98	32.85	33.71	34.58
	O	40.20	41.49	42.80	44.09	44.27	44.27	44.27	44.27	44.27	44.27
10	B	29.51	30.46	31.41	32.36	33.32	34.27	35.22	36.17	37.12	38.08
	O	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27
11	B	31.37	32.42	33.47	34.51	35.56	36.60	37.65	38.70	39.74	40.79
	O	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27
12	B	37.61	38.86	40.11	41.37	42.62	43.87	45.13	46.38	47.63	48.89
	O	44.27	44.27	44.27	44.27	44.27	44.27	45.13	46.38	47.63	48.89
13	B	44.72	46.21	47.70	49.19	50.68	52.17	53.66	55.15	56.64	58.13
	O	44.72	46.21	47.70	49.19	50.68	52.17	53.66	55.15	56.64	58.13
14	B	52.84	54.60	56.37	58.13	59.89	61.65	63.41	65.17	66.93	68.70
	O	52.84	54.60	56.37	58.13	59.89	61.65	63.41	65.17	66.93	68.70
15	B	62.16	64.23	66.30	68.37	70.44	72.52	74.59	76.66	78.68	78.68
	O	62.16	64.23	66.30	68.37	70.44	72.52	74.59	76.66	78.68	78.68

\* 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/>

**SALARY TABLE 2019-DV (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.08%**  
**FOR THE LOCALITY PAY AREA OF DAVENPORT-MOLINE, IA-IL**  
**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	\$ 10.45	\$ 10.80	\$ 11.15	\$ 11.49	\$ 11.84	\$ 12.04	\$ 12.39	\$ 12.73	\$ 12.75	\$ 13.07
	O	15.68	16.20	16.73	17.24	17.76	18.06	18.59	19.10	19.13	19.61
2	B	11.75	12.03	12.42	12.75	12.89	13.27	13.65	14.03	14.41	14.79
	O	17.63	18.05	18.63	19.13	19.34	19.91	20.48	21.05	21.62	22.19
3	B	15.38	15.81	16.24	16.66	17.09	17.52	17.94	18.37	18.80	19.23
	O	23.07	23.72	24.36	24.99	25.64	26.28	26.91	27.56	28.20	28.85
4	B	17.27	17.75	18.23	18.70	19.18	19.66	20.14	20.62	21.10	21.58
	O	25.91	26.63	27.35	28.05	28.77	29.49	30.21	30.93	31.65	32.37
5	B	19.86	20.39	20.93	21.47	22.00	22.54	23.08	23.61	24.15	24.69
	O	29.79	30.59	31.40	32.21	33.00	33.81	34.62	35.42	36.23	37.04
6	B	20.93	21.53	22.13	22.73	23.33	23.92	24.52	25.12	25.72	26.32
	O	31.40	32.30	33.20	34.10	35.00	35.88	36.78	37.68	38.58	39.48
7	B	22.60	23.27	23.93	24.59	25.26	25.92	26.59	27.25	27.92	28.58
	O	33.90	34.91	35.90	36.89	37.89	38.88	39.89	40.88	41.64	41.64
8	B	23.56	24.29	25.03	25.77	26.50	27.24	27.98	28.71	29.45	30.19
	O	35.34	36.44	37.55	38.66	39.75	40.86	41.64	41.64	41.64	41.64
9	B	25.21	26.02	26.83	27.65	28.46	29.27	30.09	30.90	31.71	32.53
	O	37.82	39.03	40.25	41.48	41.64	41.64	41.64	41.64	41.64	41.64
10	B	27.76	28.65	29.55	30.45	31.34	32.24	33.13	34.03	34.92	35.82
	O	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64
11	B	29.51	30.50	31.48	32.47	33.45	34.43	35.42	36.40	37.38	38.37
	O	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64
12	B	35.37	36.55	37.73	38.91	40.09	41.27	42.45	43.63	44.81	45.99
	O	41.64	41.64	41.64	41.64	41.64	41.64	42.45	43.63	44.81	45.99
13	B	42.06	43.47	44.87	46.27	47.67	49.08	50.48	51.88	53.28	54.68
	O	42.06	43.47	44.87	46.27	47.67	49.08	50.48	51.88	53.28	54.68
14	B	49.71	51.37	53.02	54.68	56.34	57.99	59.65	61.31	62.96	64.62
	O	49.71	51.37	53.02	54.68	56.34	57.99	59.65	61.31	62.96	64.62
15	B	58.47	60.42	62.37	64.32	66.27	68.21	70.16	72.11	74.06	76.01
	O	58.47	60.42	62.37	64.32	66.27	68.21	70.16	72.11	74.06	76.01

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/>

**SALARY TABLE 2019-DAY (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 18.11%**  
**FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH**  
**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	\$ 10.63	\$ 10.99	\$ 11.34	\$ 11.69	\$ 12.05	\$ 12.25	\$ 12.60	\$ 12.95	\$ 12.97	\$ 13.30
	O	15.95	16.49	17.01	17.54	18.08	18.38	18.90	19.43	19.46	19.95
2	B	11.95	12.24	12.63	12.97	13.12	13.50	13.89	14.27	14.66	15.05
	O	17.93	18.36	18.95	19.46	19.68	20.25	20.84	21.41	21.99	22.58
3	B	15.65	16.08	16.52	16.95	17.39	17.82	18.26	18.69	19.13	19.56
	O	23.48	24.12	24.78	25.43	26.09	26.73	27.39	28.04	28.70	29.34
4	B	17.57	18.06	18.54	19.03	19.52	20.01	20.50	20.98	21.47	21.96
	O	26.36	27.09	27.81	28.55	29.28	30.02	30.75	31.47	32.21	32.94
5	B	20.20	20.75	21.30	21.84	22.39	22.93	23.48	24.03	24.57	25.12
	O	30.30	31.13	31.95	32.76	33.59	34.40	35.22	36.05	36.86	37.68
6	B	21.30	21.91	22.52	23.13	23.73	24.34	24.95	25.56	26.17	26.78
	O	31.95	32.87	33.78	34.70	35.60	36.51	37.43	38.34	39.26	40.17
7	B	23.00	23.67	24.35	25.02	25.70	26.38	27.05	27.73	28.41	29.08
	O	34.50	35.51	36.53	37.53	38.55	39.57	40.58	41.60	42.36	42.36
8	B	23.97	24.72	25.47	26.22	26.97	27.72	28.47	29.22	29.96	30.71
	O	35.96	37.08	38.21	39.33	40.46	41.58	42.36	42.36	42.36	42.36
9	B	25.65	26.47	27.30	28.13	28.96	29.78	30.61	31.44	32.27	33.09
	O	38.48	39.71	40.95	42.20	42.36	42.36	42.36	42.36	42.36	42.36
10	B	28.24	29.16	30.07	30.98	31.89	32.80	33.71	34.62	35.53	36.44
	O	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36
11	B	30.03	31.03	32.03	33.03	34.03	35.03	36.04	37.04	38.04	39.04
	O	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36	42.36
12	B	35.99	37.19	38.39	39.59	40.79	41.99	43.19	44.39	45.59	46.79
	O	42.36	42.36	42.36	42.36	42.36	42.36	43.19	44.39	45.59	46.79
13	B	42.80	44.23	45.65	47.08	48.51	49.93	51.36	52.79	54.21	55.64
	O	42.80	44.23	45.65	47.08	48.51	49.93	51.36	52.79	54.21	55.64
14	B	50.58	52.26	53.95	55.63	57.32	59.01	60.69	62.38	64.06	65.75
	O	50.58	52.26	53.95	55.63	57.32	59.01	60.69	62.38	64.06	65.75
15	B	59.49	61.48	63.46	65.44	67.42	69.41	71.39	73.37	75.36	77.34
	O	59.49	61.48	63.46	65.44	67.42	69.41	71.39	73.37	75.36	77.34

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/>

**SALARY TABLE 2019-DEN (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 25.47%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO**  
**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	\$ 11.29	\$ 11.67	\$ 12.05	\$ 12.42	\$ 12.80	\$ 13.02	\$ 13.39	\$ 13.76	\$ 13.78	\$ 14.13
	O	16.94	17.51	18.08	18.63	19.20	19.53	20.09	20.64	20.67	21.20
2	B	12.70	13.00	13.42	13.78	13.93	14.34	14.75	15.16	15.57	15.98
	O	19.05	19.50	20.13	20.67	20.90	21.51	22.13	22.74	23.36	23.97
3	B	16.62	17.09	17.55	18.01	18.47	18.93	19.40	19.86	20.32	20.78
	O	24.93	25.64	26.33	27.02	27.71	28.40	29.10	29.79	30.48	31.17
4	B	18.66	19.18	19.70	20.22	20.74	21.25	21.77	22.29	22.81	23.33
	O	27.99	28.77	29.55	30.33	31.11	31.88	32.66	33.44	34.22	35.00
5	B	21.46	22.04	22.62	23.20	23.78	24.36	24.94	25.52	26.10	26.68
	O	32.19	33.06	33.93	34.80	35.67	36.54	37.41	38.28	39.15	40.02
6	B	22.63	23.27	23.92	24.57	25.21	25.86	26.51	27.15	27.80	28.45
	O	33.95	34.91	35.88	36.86	37.82	38.79	39.77	40.73	41.70	42.68
7	B	24.43	25.15	25.87	26.58	27.30	28.02	28.74	29.46	30.18	30.90
	O	36.65	37.73	38.81	39.87	40.95	42.03	43.11	44.19	45.00	45.00
8	B	25.46	26.26	27.06	27.85	28.65	29.44	30.24	31.04	31.83	32.63
	O	38.19	39.39	40.59	41.78	42.98	44.16	45.00	45.00	45.00	45.00
9	B	27.25	28.12	29.00	29.88	30.76	31.64	32.52	33.40	34.28	35.16
	O	40.88	42.18	43.50	44.82	45.00	45.00	45.00	45.00	45.00	45.00
10	B	30.00	30.97	31.94	32.91	33.88	34.84	35.81	36.78	37.75	38.72
	O	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00
11	B	31.90	32.96	34.03	35.09	36.15	37.22	38.28	39.35	40.41	41.47
	O	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00	45.00
12	B	38.24	39.51	40.79	42.06	43.33	44.61	45.88	47.16	48.43	49.71
	O	45.00	45.00	45.00	45.00	45.00	45.00	45.88	47.16	48.43	49.71
13	B	45.47	46.98	48.50	50.01	51.53	53.05	54.56	56.08	57.59	59.11
	O	45.47	46.98	48.50	50.01	51.53	53.05	54.56	56.08	57.59	59.11
14	B	53.73	55.52	57.31	59.10	60.89	62.68	64.47	66.27	68.06	69.85
	O	53.73	55.52	57.31	59.10	60.89	62.68	64.47	66.27	68.06	69.85
15	B	63.20	65.31	67.41	69.52	71.63	73.73	75.84	77.95	78.68	78.68
	O	63.20	65.31	67.41	69.52	71.63	73.73	75.84	77.95	78.68	78.68

\* 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/>

**SALARY TABLE 2019-DET (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 26.25%**  
**FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI**  
**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	\$ 11.36	\$ 11.74	\$ 12.12	\$ 12.50	\$ 12.88	\$ 13.10	\$ 13.47	\$ 13.85	\$ 13.86	\$ 14.22
	O	17.04	17.61	18.18	18.75	19.32	19.65	20.21	20.78	20.79	21.33
2	B	12.78	13.08	13.50	13.86	14.02	14.43	14.84	15.26	15.67	16.08
	O	19.17	19.62	20.25	20.79	21.03	21.65	22.26	22.89	23.51	24.12
3	B	16.73	17.19	17.66	18.12	18.59	19.05	19.52	19.98	20.45	20.91
	O	25.10	25.79	26.49	27.18	27.89	28.58	29.28	29.97	30.68	31.37
4	B	18.78	19.30	19.82	20.34	20.86	21.39	21.91	22.43	22.95	23.47
	O	28.17	28.95	29.73	30.51	31.29	32.09	32.87	33.65	34.43	35.21
5	B	21.60	22.18	22.76	23.35	23.93	24.52	25.10	25.68	26.27	26.85
	O	32.40	33.27	34.14	35.03	35.90	36.78	37.65	38.52	39.41	40.28
6	B	22.77	23.42	24.07	24.72	25.37	26.02	26.67	27.32	27.97	28.62
	O	34.16	35.13	36.11	37.08	38.06	39.03	40.01	40.98	41.96	42.93
7	B	24.58	25.30	26.03	26.75	27.47	28.20	28.92	29.64	30.36	31.09
	O	36.87	37.95	39.05	40.13	41.21	42.30	43.38	44.46	45.29	45.29
8	B	25.62	26.42	27.22	28.02	28.83	29.63	30.43	31.23	32.03	32.83
	O	38.43	39.63	40.83	42.03	43.25	44.45	45.29	45.29	45.29	45.29
9	B	27.41	28.30	29.18	30.07	30.95	31.84	32.72	33.61	34.49	35.37
	O	41.12	42.45	43.77	45.11	45.29	45.29	45.29	45.29	45.29	45.29
10	B	30.19	31.16	32.14	33.11	34.09	35.06	36.03	37.01	37.98	38.96
	O	45.29	45.29	45.29	45.29	45.29	45.29	45.29	45.29	45.29	45.29
11	B	32.10	33.17	34.24	35.31	36.38	37.45	38.52	39.59	40.66	41.73
	O	45.29	45.29	45.29	45.29	45.29	45.29	45.29	45.29	45.29	45.29
12	B	38.47	39.76	41.04	42.32	43.60	44.89	46.17	47.45	48.73	50.02
	O	45.29	45.29	45.29	45.29	45.29	45.29	46.17	47.45	48.73	50.02
13	B	45.75	47.28	48.80	50.33	51.85	53.38	54.90	56.43	57.95	59.48
	O	45.75	47.28	48.80	50.33	51.85	53.38	54.90	56.43	57.95	59.48
14	B	54.06	55.87	57.67	59.47	61.27	63.07	64.88	66.68	68.48	70.28
	O	54.06	55.87	57.67	59.47	61.27	63.07	64.88	66.68	68.48	70.28
15	B	63.59	65.71	67.83	69.95	72.07	74.19	76.31	78.43	78.68	78.68
	O	63.59	65.71	67.83	69.95	72.07	74.19	76.31	78.43	78.68	78.68

\* 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/>

**SALARY TABLE 2019-HB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.15%**  
**FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA**  
**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	\$ 10.45	\$ 10.80	\$ 11.15	\$ 11.50	\$ 11.85	\$ 12.05	\$ 12.39	\$ 12.74	\$ 12.75	\$ 13.08
	O	15.68	16.20	16.73	17.25	17.78	18.08	18.59	19.11	19.13	19.62
2	B	11.75	12.03	12.42	12.75	12.90	13.28	13.66	14.04	14.42	14.80
	O	17.63	18.05	18.63	19.13	19.35	19.92	20.49	21.06	21.63	22.20
3	B	15.39	15.82	16.24	16.67	17.10	17.53	17.95	18.38	18.81	19.24
	O	23.09	23.73	24.36	25.01	25.65	26.30	26.93	27.57	28.22	28.86
4	B	17.28	17.76	18.24	18.72	19.20	19.68	20.16	20.63	21.11	21.59
	O	25.92	26.64	27.36	28.08	28.80	29.52	30.24	30.95	31.67	32.39
5	B	19.87	20.41	20.94	21.48	22.02	22.55	23.09	23.63	24.16	24.70
	O	29.81	30.62	31.41	32.22	33.03	33.83	34.64	35.45	36.24	37.05
6	B	20.95	21.55	22.14	22.74	23.34	23.94	24.54	25.14	25.73	26.33
	O	31.43	32.33	33.21	34.11	35.01	35.91	36.81	37.71	38.60	39.50
7	B	22.61	23.28	23.94	24.61	25.27	25.94	26.60	27.27	27.93	28.60
	O	33.92	34.92	35.91	36.92	37.91	38.91	39.90	40.91	41.67	41.67
8	B	23.57	24.31	25.05	25.78	26.52	27.26	27.99	28.73	29.47	30.20
	O	35.36	36.47	37.58	38.67	39.78	40.89	41.67	41.67	41.67	41.67
9	B	25.22	26.04	26.85	27.66	28.48	29.29	30.10	30.92	31.73	32.54
	O	37.83	39.06	40.28	41.49	41.67	41.67	41.67	41.67	41.67	41.67
10	B	27.78	28.67	29.57	30.46	31.36	32.26	33.15	34.05	34.94	35.84
	O	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67
11	B	29.53	30.52	31.50	32.48	33.47	34.45	35.44	36.42	37.41	38.39
	O	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67
12	B	35.40	36.58	37.76	38.94	40.12	41.30	42.48	43.66	44.83	46.01
	O	41.67	41.67	41.67	41.67	41.67	41.67	42.48	43.66	44.83	46.01
13	B	42.09	43.49	44.90	46.30	47.70	49.11	50.51	51.91	53.31	54.72
	O	42.09	43.49	44.90	46.30	47.70	49.11	50.51	51.91	53.31	54.72
14	B	49.74	51.40	53.05	54.71	56.37	58.03	59.69	61.34	63.00	64.66
	O	49.74	51.40	53.05	54.71	56.37	58.03	59.69	61.34	63.00	64.66
15	B	58.51	60.46	62.41	64.36	66.31	68.26	70.21	72.16	74.11	76.06
	O	58.51	60.46	62.41	64.36	66.31	68.26	70.21	72.16	74.11	76.06

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/>

**SALARY TABLE 2019-HAR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 28.21%**  
**FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA**  
**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	\$ 11.54	\$ 11.93	\$ 12.31	\$ 12.69	\$ 13.08	\$ 13.30	\$ 13.68	\$ 14.06	\$ 14.08	\$ 14.44
	O	17.31	17.90	18.47	19.04	19.62	19.95	20.52	21.09	21.12	21.66
2	B	12.98	13.28	13.71	14.08	14.24	14.66	15.07	15.49	15.91	16.33
	O	19.47	19.92	20.57	21.12	21.36	21.99	22.61	23.24	23.87	24.50
3	B	16.99	17.46	17.93	18.40	18.88	19.35	19.82	20.29	20.76	21.23
	O	25.49	26.19	26.90	27.60	28.32	29.03	29.73	30.44	31.14	31.85
4	B	19.07	19.60	20.13	20.66	21.19	21.72	22.25	22.78	23.31	23.84
	O	28.61	29.40	30.20	30.99	31.79	32.58	33.38	34.17	34.97	35.76
5	B	21.93	22.52	23.12	23.71	24.30	24.90	25.49	26.08	26.67	27.27
	O	32.90	33.78	34.68	35.57	36.45	37.35	38.24	39.12	40.01	40.91
6	B	23.12	23.78	24.44	25.10	25.76	26.42	27.09	27.75	28.41	29.07
	O	34.68	35.67	36.66	37.65	38.64	39.63	40.64	41.63	42.62	43.61
7	B	24.96	25.70	26.43	27.16	27.90	28.63	29.37	30.10	30.84	31.57
	O	37.44	38.55	39.65	40.74	41.85	42.95	44.06	45.15	45.99	45.99
8	B	26.02	26.83	27.65	28.46	29.27	30.09	30.90	31.71	32.53	33.34
	O	39.03	40.25	41.48	42.69	43.91	45.14	45.99	45.99	45.99	45.99
9	B	27.84	28.74	29.64	30.54	31.43	32.33	33.23	34.13	35.03	35.92
	O	41.76	43.11	44.46	45.81	45.99	45.99	45.99	45.99	45.99	45.99
10	B	30.66	31.65	32.64	33.63	34.62	35.60	36.59	37.58	38.57	39.56
	O	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99
11	B	32.60	33.68	34.77	35.86	36.94	38.03	39.12	40.20	41.29	42.38
	O	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99
12	B	39.07	40.37	41.68	42.98	44.28	45.58	46.89	48.19	49.49	50.79
	O	45.99	45.99	45.99	45.99	45.99	45.99	46.89	48.19	49.49	50.79
13	B	46.46	48.01	49.56	51.11	52.66	54.20	55.75	57.30	58.85	60.40
	O	46.46	48.01	49.56	51.11	52.66	54.20	55.75	57.30	58.85	60.40
14	B	54.90	56.73	58.56	60.39	62.22	64.05	65.88	67.71	69.54	71.37
	O	54.90	56.73	58.56	60.39	62.22	64.05	65.88	67.71	69.54	71.37
15	B	64.58	66.73	68.89	71.04	73.19	75.34	77.50	78.68	78.68	78.68
	O	64.58	66.73	68.89	71.04	73.19	75.34	77.50	78.68	78.68	78.68

\* 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/>

**SALARY TABLE 2019-HOU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 31.74%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, 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	\$ 11.86	\$ 12.25	\$ 12.65	\$ 13.04	\$ 13.44	\$ 13.67	\$ 14.06	\$ 14.45	\$ 14.46	\$ 14.84
	O	17.79	18.38	18.98	19.56	20.16	20.51	21.09	21.68	21.69	22.26
2	B	13.33	13.65	14.09	14.46	14.63	15.06	15.49	15.92	16.35	16.78
	O	20.00	20.48	21.14	21.69	21.95	22.59	23.24	23.88	24.53	25.17
3	B	17.46	17.94	18.43	18.91	19.39	19.88	20.36	20.85	21.33	21.82
	O	26.19	26.91	27.65	28.37	29.09	29.82	30.54	31.28	32.00	32.73
4	B	19.60	20.14	20.68	21.23	21.77	22.32	22.86	23.40	23.95	24.49
	O	29.40	30.21	31.02	31.85	32.66	33.48	34.29	35.10	35.93	36.74
5	B	22.54	23.14	23.75	24.36	24.97	25.58	26.19	26.80	27.41	28.02
	O	33.81	34.71	35.63	36.54	37.46	38.37	39.29	40.20	41.12	42.03
6	B	23.76	24.44	25.12	25.79	26.47	27.15	27.83	28.51	29.19	29.87
	O	35.64	36.66	37.68	38.69	39.71	40.73	41.75	42.77	43.79	44.81
7	B	25.65	26.40	27.16	27.91	28.67	29.42	30.18	30.93	31.68	32.44
	O	38.48	39.60	40.74	41.87	43.01	44.13	45.27	46.40	47.25	47.25
8	B	26.74	27.57	28.41	29.24	30.08	30.92	31.75	32.59	33.42	34.26
	O	40.11	41.36	42.62	43.86	45.12	46.38	47.25	47.25	47.25	47.25
9	B	28.61	29.53	30.45	31.38	32.30	33.22	34.14	35.07	35.99	36.91
	O	42.92	44.30	45.68	47.07	47.25	47.25	47.25	47.25	47.25	47.25
10	B	31.50	32.52	33.54	34.55	35.57	36.59	37.60	38.62	39.63	40.65
	O	47.25	47.25	47.25	47.25	47.25	47.25	47.25	47.25	47.25	47.25
11	B	33.49	34.61	35.73	36.84	37.96	39.08	40.20	41.31	42.43	43.54
	O	47.25	47.25	47.25	47.25	47.25	47.25	47.25	47.25	47.25	47.25
12	B	40.15	41.49	42.82	44.16	45.50	46.84	48.18	49.51	50.85	52.19
	O	47.25	47.25	47.25	47.25	47.25	47.25	48.18	49.51	50.85	52.19
13	B	47.74	49.33	50.92	52.51	54.10	55.70	57.29	58.88	60.47	62.06
	O	47.74	49.33	50.92	52.51	54.10	55.70	57.29	58.88	60.47	62.06
14	B	56.41	58.29	60.17	62.06	63.94	65.82	67.70	69.58	71.46	73.34
	O	56.41	58.29	60.17	62.06	63.94	65.82	67.70	69.58	71.46	73.34
15	B	66.36	68.57	70.78	72.99	75.21	77.42	78.68	78.68	78.68	78.68
	O	66.36	68.57	70.78	72.99	75.21	77.42	78.68	78.68	78.68	78.68

\* 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/>



**SALARY TABLE 2019-HNT (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 18.49%**  
**FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL**  
**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	\$ 10.67	\$ 11.02	\$ 11.38	\$ 11.73	\$ 12.08	\$ 12.29	\$ 12.64	\$ 13.00	\$ 13.01	\$ 13.34
	O	16.01	16.53	17.07	17.60	18.12	18.44	18.96	19.50	19.52	20.01
2	B	11.99	12.28	12.67	13.01	13.16	13.54	13.93	14.32	14.71	15.09
	O	17.99	18.42	19.01	19.52	19.74	20.31	20.90	21.48	22.07	22.64
3	B	15.70	16.14	16.57	17.01	17.44	17.88	18.32	18.75	19.19	19.62
	O	23.55	24.21	24.86	25.52	26.16	26.82	27.48	28.13	28.79	29.43
4	B	17.62	18.11	18.60	19.09	19.58	20.07	20.56	21.05	21.54	22.03
	O	26.43	27.17	27.90	28.64	29.37	30.11	30.84	31.58	32.31	33.05
5	B	20.27	20.82	21.36	21.91	22.46	23.01	23.56	24.10	24.65	25.20
	O	30.41	31.23	32.04	32.87	33.69	34.52	35.34	36.15	36.98	37.80
6	B	21.37	21.98	22.59	23.20	23.81	24.42	25.03	25.64	26.25	26.86
	O	32.06	32.97	33.89	34.80	35.72	36.63	37.55	38.46	39.38	40.29
7	B	23.07	23.75	24.43	25.11	25.78	26.46	27.14	27.82	28.50	29.18
	O	34.61	35.63	36.65	37.67	38.67	39.69	40.71	41.73	42.50	42.50
8	B	24.05	24.80	25.55	26.30	27.05	27.81	28.56	29.31	30.06	30.81
	O	36.08	37.20	38.33	39.45	40.58	41.72	42.50	42.50	42.50	42.50
9	B	25.73	26.56	27.39	28.22	29.05	29.88	30.71	31.54	32.37	33.20
	O	38.60	39.84	41.09	42.33	42.50	42.50	42.50	42.50	42.50	42.50
10	B	28.33	29.25	30.16	31.08	31.99	32.91	33.82	34.73	35.65	36.56
	O	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50
11	B	30.13	31.13	32.13	33.14	34.14	35.15	36.15	37.16	38.16	39.17
	O	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50
12	B	36.11	37.31	38.52	39.72	40.92	42.13	43.33	44.53	45.74	46.94
	O	42.50	42.50	42.50	42.50	42.50	42.50	43.33	44.53	45.74	46.94
13	B	42.94	44.37	45.80	47.23	48.66	50.09	51.53	52.96	54.39	55.82
	O	42.94	44.37	45.80	47.23	48.66	50.09	51.53	52.96	54.39	55.82
14	B	50.74	52.43	54.12	55.81	57.51	59.20	60.89	62.58	64.27	65.96
	O	50.74	52.43	54.12	55.81	57.51	59.20	60.89	62.58	64.27	65.96
15	B	59.68	61.67	63.66	65.65	67.64	69.63	71.62	73.61	75.60	77.59
	O	59.68	61.67	63.66	65.65	67.64	69.63	71.62	73.61	75.60	77.59

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/>

**SALARY TABLE 2019-IND (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.23%**  
**FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN**  
**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	\$ 10.46	\$ 10.81	\$ 11.16	\$ 11.51	\$ 11.85	\$ 12.06	\$ 12.40	\$ 12.75	\$ 12.76	\$ 13.09
	O	15.69	16.22	16.74	17.27	17.78	18.09	18.60	19.13	19.14	19.64
2	B	11.76	12.04	12.43	12.76	12.91	13.29	13.67	14.05	14.43	14.81
	O	17.64	18.06	18.65	19.14	19.37	19.94	20.51	21.08	21.65	22.22
3	B	15.40	15.83	16.26	16.68	17.11	17.54	17.97	18.39	18.82	19.25
	O	23.10	23.75	24.39	25.02	25.67	26.31	26.96	27.59	28.23	28.88
4	B	17.29	17.77	18.25	18.73	19.21	19.69	20.17	20.65	21.13	21.61
	O	25.94	26.66	27.38	28.10	28.82	29.54	30.26	30.98	31.70	32.42
5	B	19.88	20.42	20.96	21.49	22.03	22.57	23.11	23.64	24.18	24.72
	O	29.82	30.63	31.44	32.24	33.05	33.86	34.67	35.46	36.27	37.08
6	B	20.96	21.56	22.16	22.76	23.36	23.96	24.55	25.15	25.75	26.35
	O	31.44	32.34	33.24	34.14	35.04	35.94	36.83	37.73	38.63	39.53
7	B	22.63	23.30	23.96	24.63	25.29	25.96	26.62	27.29	27.95	28.62
	O	33.95	34.95	35.94	36.95	37.94	38.94	39.93	40.94	41.69	41.69
8	B	23.59	24.33	25.06	25.80	26.54	27.28	28.01	28.75	29.49	30.22
	O	35.39	36.50	37.59	38.70	39.81	40.92	41.69	41.69	41.69	41.69
9	B	25.24	26.05	26.87	27.68	28.50	29.31	30.12	30.94	31.75	32.57
	O	37.86	39.08	40.31	41.52	41.69	41.69	41.69	41.69	41.69	41.69
10	B	27.79	28.69	29.59	30.48	31.38	32.28	33.17	34.07	34.97	35.86
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
11	B	29.55	30.54	31.52	32.51	33.49	34.48	35.46	36.45	37.43	38.42
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
12	B	35.42	36.60	37.78	38.96	40.14	41.32	42.50	43.69	44.87	46.05
	O	41.69	41.69	41.69	41.69	41.69	41.69	42.50	43.69	44.87	46.05
13	B	42.12	43.52	44.93	46.33	47.74	49.14	50.54	51.95	53.35	54.76
	O	42.12	43.52	44.93	46.33	47.74	49.14	50.54	51.95	53.35	54.76
14	B	49.77	51.43	53.09	54.75	56.41	58.07	59.73	61.39	63.05	64.70
	O	49.77	51.43	53.09	54.75	56.41	58.07	59.73	61.39	63.05	64.70
15	B	58.55	60.50	62.45	64.40	66.35	68.30	70.25	72.21	74.16	76.11
	O	58.55	60.50	62.45	64.40	66.35	68.30	70.25	72.21	74.16	76.11

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/>

**SALARY TABLE 2019-KC (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.10%**  
**FOR THE LOCALITY PAY AREA OF KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS**  
**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	\$ 10.45	\$ 10.80	\$ 11.15	\$ 11.49	\$ 11.84	\$ 12.04	\$ 12.39	\$ 12.73	\$ 12.75	\$ 13.07
	O	15.68	16.20	16.73	17.24	17.76	18.06	18.59	19.10	19.13	19.61
2	B	11.75	12.03	12.42	12.75	12.89	13.27	13.65	14.03	14.41	14.79
	O	17.63	18.05	18.63	19.13	19.34	19.91	20.48	21.05	21.62	22.19
3	B	15.38	15.81	16.24	16.67	17.09	17.52	17.95	18.37	18.80	19.23
	O	23.07	23.72	24.36	25.01	25.64	26.28	26.93	27.56	28.20	28.85
4	B	17.27	17.75	18.23	18.71	19.19	19.67	20.15	20.63	21.11	21.59
	O	25.91	26.63	27.35	28.07	28.79	29.51	30.23	30.95	31.67	32.39
5	B	19.86	20.40	20.93	21.47	22.01	22.54	23.08	23.62	24.15	24.69
	O	29.79	30.60	31.40	32.21	33.02	33.81	34.62	35.43	36.23	37.04
6	B	20.94	21.54	22.13	22.73	23.33	23.93	24.53	25.12	25.72	26.32
	O	31.41	32.31	33.20	34.10	35.00	35.90	36.80	37.68	38.58	39.48
7	B	22.60	23.27	23.93	24.60	25.26	25.93	26.59	27.26	27.92	28.59
	O	33.90	34.91	35.90	36.90	37.89	38.90	39.89	40.89	41.64	41.64
8	B	23.56	24.30	25.03	25.77	26.51	27.24	27.98	28.72	29.45	30.19
	O	35.34	36.45	37.55	38.66	39.77	40.86	41.64	41.64	41.64	41.64
9	B	25.21	26.02	26.84	27.65	28.46	29.28	30.09	30.90	31.72	32.53
	O	37.82	39.03	40.26	41.48	41.64	41.64	41.64	41.64	41.64	41.64
10	B	27.76	28.66	29.55	30.45	31.35	32.24	33.14	34.03	34.93	35.82
	O	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64
11	B	29.52	30.50	31.49	32.47	33.45	34.44	35.42	36.41	37.39	38.38
	O	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64	41.64
12	B	35.38	36.56	37.74	38.92	40.10	41.28	42.46	43.64	44.82	45.99
	O	41.64	41.64	41.64	41.64	41.64	41.64	42.46	43.64	44.82	45.99
13	B	42.07	43.47	44.88	46.28	47.68	49.08	50.49	51.89	53.29	54.69
	O	42.07	43.47	44.88	46.28	47.68	49.08	50.49	51.89	53.29	54.69
14	B	49.72	51.37	53.03	54.69	56.35	58.00	59.66	61.32	62.97	64.63
	O	49.72	51.37	53.03	54.69	56.35	58.00	59.66	61.32	62.97	64.63
15	B	58.48	60.43	62.38	64.33	66.28	68.23	70.18	72.13	74.07	76.02
	O	58.48	60.43	62.38	64.33	66.28	68.23	70.18	72.13	74.07	76.02

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/>

**SALARY TABLE 2019-LR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**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	15.56	15.99	16.42	16.85	17.28	17.72	18.15	18.58	19.01	19.44
	O	23.34	23.99	24.63	25.28	25.92	26.58	27.23	27.87	28.52	29.16
4	B	17.46	17.95	18.43	18.92	19.40	19.89	20.37	20.86	21.34	21.83
	O	26.19	26.93	27.65	28.38	29.10	29.84	30.56	31.29	32.01	32.75
5	B	20.08	20.63	21.17	21.71	22.25	22.80	23.34	23.88	24.43	24.97
	O	30.12	30.95	31.76	32.57	33.38	34.20	35.01	35.82	36.65	37.46
6	B	21.17	21.78	22.38	22.99	23.59	24.20	24.80	25.41	26.01	26.62
	O	31.76	32.67	33.57	34.49	35.39	36.30	37.20	38.12	39.02	39.93
7	B	22.86	23.53	24.20	24.87	25.55	26.22	26.89	27.56	28.24	28.91
	O	34.29	35.30	36.30	37.31	38.33	39.33	40.34	41.34	42.11	42.11
8	B	23.83	24.57	25.32	26.06	26.80	27.55	28.29	29.04	29.78	30.53
	O	35.75	36.86	37.98	39.09	40.20	41.33	42.11	42.11	42.11	42.11
9	B	25.49	26.32	27.14	27.96	28.78	29.61	30.43	31.25	32.07	32.90
	O	38.24	39.48	40.71	41.94	42.11	42.11	42.11	42.11	42.11	42.11
10	B	28.07	28.98	29.89	30.79	31.70	32.60	33.51	34.41	35.32	36.23
	O	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11
11	B	29.85	30.84	31.84	32.83	33.83	34.82	35.82	36.81	37.81	38.80
	O	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11
12	B	35.78	36.97	38.16	39.35	40.55	41.74	42.93	44.13	45.32	46.51
	O	42.11	42.11	42.11	42.11	42.11	42.11	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

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/>

**SALARY TABLE 2019-LV (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.49%**  
**FOR THE LOCALITY PAY AREA OF LAS VEGAS-HENDERSON, NV-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	\$ 10.49	\$ 10.84	\$ 11.18	\$ 11.53	\$ 11.88	\$ 12.08	\$ 12.43	\$ 12.78	\$ 12.79	\$ 13.12
	O	15.74	16.26	16.77	17.30	17.82	18.12	18.65	19.17	19.19	19.68
2	B	11.79	12.07	12.46	12.79	12.94	13.32	13.70	14.08	14.46	14.84
	O	17.69	18.11	18.69	19.19	19.41	19.98	20.55	21.12	21.69	22.26
3	B	15.44	15.86	16.29	16.72	17.15	17.58	18.01	18.44	18.86	19.29
	O	23.16	23.79	24.44	25.08	25.73	26.37	27.02	27.66	28.29	28.94
4	B	17.33	17.81	18.29	18.77	19.25	19.73	20.21	20.70	21.18	21.66
	O	26.00	26.72	27.44	28.16	28.88	29.60	30.32	31.05	31.77	32.49
5	B	19.93	20.47	21.00	21.54	22.08	22.62	23.16	23.70	24.24	24.77
	O	29.90	30.71	31.50	32.31	33.12	33.93	34.74	35.55	36.36	37.16
6	B	21.01	21.61	22.21	22.81	23.41	24.01	24.61	25.21	25.81	26.41
	O	31.52	32.42	33.32	34.22	35.12	36.02	36.92	37.82	38.72	39.62
7	B	22.68	23.35	24.01	24.68	25.35	26.02	26.68	27.35	28.02	28.68
	O	34.02	35.03	36.02	37.02	38.03	39.03	40.02	41.03	41.79	41.79
8	B	23.64	24.38	25.12	25.86	26.60	27.34	28.08	28.81	29.55	30.29
	O	35.46	36.57	37.68	38.79	39.90	41.01	41.79	41.79	41.79	41.79
9	B	25.30	26.11	26.93	27.74	28.56	29.38	30.19	31.01	31.82	32.64
	O	37.95	39.17	40.40	41.61	41.79	41.79	41.79	41.79	41.79	41.79
10	B	27.86	28.76	29.65	30.55	31.45	32.35	33.25	34.15	35.05	35.94
	O	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79
11	B	29.62	30.61	31.59	32.58	33.57	34.55	35.54	36.53	37.52	38.50
	O	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79	41.79
12	B	35.50	36.68	37.87	39.05	40.23	41.42	42.60	43.78	44.97	46.15
	O	41.79	41.79	41.79	41.79	41.79	41.79	42.60	43.78	44.97	46.15
13	B	42.21	43.62	45.03	46.43	47.84	49.25	50.66	52.06	53.47	54.88
	O	42.21	43.62	45.03	46.43	47.84	49.25	50.66	52.06	53.47	54.88
14	B	49.88	51.55	53.21	54.87	56.53	58.20	59.86	61.52	63.19	64.85
	O	49.88	51.55	53.21	54.87	56.53	58.20	59.86	61.52	63.19	64.85
15	B	58.68	60.63	62.59	64.54	66.50	68.46	70.41	72.37	74.32	76.28
	O	58.68	60.63	62.59	64.54	66.50	68.46	70.41	72.37	74.32	76.28

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/>

**SALARY TABLE 2019-LA (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 30.57%**  
**FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA**  
**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	\$ 11.75	\$ 12.15	\$ 12.54	\$ 12.93	\$ 13.32	\$ 13.54	\$ 13.93	\$ 14.32	\$ 14.34	\$ 14.70
	O	17.63	18.23	18.81	19.40	19.98	20.31	20.90	21.48	21.51	22.05
2	B	13.21	13.53	13.97	14.34	14.50	14.93	15.35	15.78	16.21	16.63
	O	19.82	20.30	20.96	21.51	21.75	22.40	23.03	23.67	24.32	24.95
3	B	17.30	17.78	18.26	18.74	19.22	19.70	20.18	20.66	21.14	21.63
	O	25.95	26.67	27.39	28.11	28.83	29.55	30.27	30.99	31.71	32.45
4	B	19.42	19.96	20.50	21.04	21.58	22.12	22.66	23.20	23.74	24.28
	O	29.13	29.94	30.75	31.56	32.37	33.18	33.99	34.80	35.61	36.42
5	B	22.33	22.94	23.54	24.15	24.75	25.35	25.96	26.56	27.16	27.77
	O	33.50	34.41	35.31	36.23	37.13	38.03	38.94	39.84	40.74	41.66
6	B	23.55	24.22	24.89	25.57	26.24	26.91	27.58	28.26	28.93	29.60
	O	35.33	36.33	37.34	38.36	39.36	40.37	41.37	42.39	43.40	44.40
7	B	25.42	26.17	26.92	27.67	28.41	29.16	29.91	30.66	31.40	32.15
	O	38.13	39.26	40.38	41.51	42.62	43.74	44.87	45.99	46.83	46.83
8	B	26.50	27.33	28.16	28.98	29.81	30.64	31.47	32.30	33.13	33.95
	O	39.75	41.00	42.24	43.47	44.72	45.96	46.83	46.83	46.83	46.83
9	B	28.35	29.27	30.18	31.10	32.01	32.93	33.84	34.76	35.67	36.59
	O	42.53	43.91	45.27	46.65	46.83	46.83	46.83	46.83	46.83	46.83
10	B	31.22	32.23	33.24	34.25	35.25	36.26	37.27	38.27	39.28	40.29
	O	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83
11	B	33.20	34.30	35.41	36.52	37.62	38.73	39.84	40.94	42.05	43.16
	O	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83
12	B	39.79	41.12	42.44	43.77	45.10	46.42	47.75	49.07	50.40	51.73
	O	46.83	46.83	46.83	46.83	46.83	46.83	47.75	49.07	50.40	51.73
13	B	47.32	48.89	50.47	52.05	53.62	55.20	56.78	58.36	59.93	61.51
	O	47.32	48.89	50.47	52.05	53.62	55.20	56.78	58.36	59.93	61.51
14	B	55.91	57.78	59.64	61.50	63.37	65.23	67.10	68.96	70.82	72.69
	O	55.91	57.78	59.64	61.50	63.37	65.23	67.10	68.96	70.82	72.69
15	B	65.77	67.96	70.15	72.35	74.54	76.73	78.68	78.68	78.68	78.68
	O	65.77	67.96	70.15	72.35	74.54	76.73	78.68	78.68	78.68	78.68

\* 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/>

**SALARY TABLE 2019-MFL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 22.64%**  
**FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL**  
**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	\$ 11.04	\$ 11.41	\$ 11.78	\$ 12.14	\$ 12.51	\$ 12.72	\$ 13.08	\$ 13.45	\$ 13.47	\$ 13.81
	O	16.56	17.12	17.67	18.21	18.77	19.08	19.62	20.18	20.21	20.72
2	B	12.41	12.71	13.12	13.47	13.62	14.02	14.42	14.82	15.22	15.62
	O	18.62	19.07	19.68	20.21	20.43	21.03	21.63	22.23	22.83	23.43
3	B	16.25	16.70	17.15	17.60	18.06	18.51	18.96	19.41	19.86	20.31
	O	24.38	25.05	25.73	26.40	27.09	27.77	28.44	29.12	29.79	30.47
4	B	18.24	18.75	19.25	19.76	20.27	20.77	21.28	21.79	22.29	22.80
	O	27.36	28.13	28.88	29.64	30.41	31.16	31.92	32.69	33.44	34.20
5	B	20.98	21.55	22.11	22.68	23.25	23.81	24.38	24.95	25.52	26.08
	O	31.47	32.33	33.17	34.02	34.88	35.72	36.57	37.43	38.28	39.12
6	B	22.12	22.75	23.38	24.01	24.64	25.28	25.91	26.54	27.17	27.80
	O	33.18	34.13	35.07	36.02	36.96	37.92	38.87	39.81	40.76	41.70
7	B	23.88	24.58	25.28	25.98	26.69	27.39	28.09	28.79	29.50	30.20
	O	35.82	36.87	37.92	38.97	40.04	41.09	42.14	43.19	44.00	44.00
8	B	24.89	25.67	26.45	27.22	28.00	28.78	29.56	30.34	31.11	31.89
	O	37.34	38.51	39.68	40.83	42.00	43.17	44.00	44.00	44.00	44.00
9	B	26.63	27.49	28.35	29.21	30.07	30.93	31.79	32.64	33.50	34.36
	O	39.95	41.24	42.53	43.82	44.00	44.00	44.00	44.00	44.00	44.00
10	B	29.33	30.27	31.22	32.17	33.11	34.06	35.00	35.95	36.90	37.84
	O	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00
11	B	31.18	32.22	33.26	34.30	35.34	36.38	37.42	38.46	39.50	40.54
	O	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00
12	B	37.37	38.62	39.87	41.11	42.36	43.60	44.85	46.09	47.34	48.59
	O	44.00	44.00	44.00	44.00	44.00	44.00	44.85	46.09	47.34	48.59
13	B	44.44	45.92	47.40	48.89	50.37	51.85	53.33	54.81	56.29	57.77
	O	44.44	45.92	47.40	48.89	50.37	51.85	53.33	54.81	56.29	57.77
14	B	52.52	54.27	56.02	57.77	59.52	61.27	63.02	64.77	66.52	68.27
	O	52.52	54.27	56.02	57.77	59.52	61.27	63.02	64.77	66.52	68.27
15	B	61.77	63.83	65.89	67.95	70.01	72.07	74.13	76.19	78.25	78.68
	O	61.77	63.83	65.89	67.95	70.01	72.07	74.13	76.19	78.25	78.68

\* 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/>

**SALARY TABLE 2019-MIL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 20.14%**  
**FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI**  
**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	\$ 10.81	\$ 11.18	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.46	\$ 12.82	\$ 13.18	\$ 13.19	\$ 13.53
	O	16.22	16.77	17.31	17.84	18.38	18.69	19.23	19.77	19.79	20.30
2	B	12.16	12.45	12.85	13.19	13.34	13.73	14.13	14.52	14.91	15.30
	O	18.24	18.68	19.28	19.79	20.01	20.60	21.20	21.78	22.37	22.95
3	B	15.92	16.36	16.80	17.24	17.69	18.13	18.57	19.01	19.46	19.90
	O	23.88	24.54	25.20	25.86	26.54	27.20	27.86	28.52	29.19	29.85
4	B	17.87	18.37	18.86	19.36	19.85	20.35	20.85	21.34	21.84	22.34
	O	26.81	27.56	28.29	29.04	29.78	30.53	31.28	32.01	32.76	33.51
5	B	20.55	21.11	21.66	22.22	22.77	23.33	23.88	24.44	25.00	25.55
	O	30.83	31.67	32.49	33.33	34.16	35.00	35.82	36.66	37.50	38.33
6	B	21.67	22.29	22.91	23.52	24.14	24.76	25.38	26.00	26.62	27.24
	O	32.51	33.44	34.37	35.28	36.21	37.14	38.07	39.00	39.93	40.86
7	B	23.39	24.08	24.77	25.46	26.14	26.83	27.52	28.21	28.89	29.58
	O	35.09	36.12	37.16	38.19	39.21	40.25	41.28	42.32	43.10	43.10
8	B	24.38	25.14	25.91	26.67	27.43	28.19	28.95	29.72	30.48	31.24
	O	36.57	37.71	38.87	40.01	41.15	42.29	43.10	43.10	43.10	43.10
9	B	26.09	26.93	27.77	28.61	29.45	30.30	31.14	31.98	32.82	33.66
	O	39.14	40.40	41.66	42.92	43.10	43.10	43.10	43.10	43.10	43.10
10	B	28.73	29.66	30.58	31.51	32.44	33.36	34.29	35.22	36.14	37.07
	O	43.10	43.10	43.10	43.10	43.10	43.10	43.10	43.10	43.10	43.10
11	B	30.55	31.56	32.58	33.60	34.62	35.64	36.66	37.67	38.69	39.71
	O	43.10	43.10	43.10	43.10	43.10	43.10	43.10	43.10	43.10	43.10
12	B	36.61	37.83	39.05	40.27	41.49	42.71	43.93	45.15	46.38	47.60
	O	43.10	43.10	43.10	43.10	43.10	43.10	43.93	45.15	46.38	47.60
13	B	43.54	44.99	46.44	47.89	49.34	50.79	52.24	53.69	55.15	56.60
	O	43.54	44.99	46.44	47.89	49.34	50.79	52.24	53.69	55.15	56.60
14	B	51.45	53.16	54.88	56.59	58.31	60.02	61.74	63.45	65.17	66.88
	O	51.45	53.16	54.88	56.59	58.31	60.02	61.74	63.45	65.17	66.88
15	B	60.52	62.53	64.55	66.57	68.58	70.60	72.62	74.63	76.65	78.67
	O	60.52	62.53	64.55	66.57	68.58	70.60	72.62	74.63	76.65	78.67

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/>



**SALARY TABLE 2019-MSP (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 23.37%**  
**FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI**  
**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	\$ 11.10	\$ 11.48	\$ 11.85	\$ 12.21	\$ 12.58	\$ 12.80	\$ 13.16	\$ 13.53	\$ 13.55	\$ 13.89
	O	16.65	17.22	17.78	18.32	18.87	19.20	19.74	20.30	20.33	20.84
2	B	12.49	12.78	13.20	13.55	13.70	14.10	14.51	14.91	15.31	15.72
	O	18.74	19.17	19.80	20.33	20.55	21.15	21.77	22.37	22.97	23.58
3	B	16.35	16.80	17.25	17.71	18.16	18.62	19.07	19.52	19.98	20.43
	O	24.53	25.20	25.88	26.57	27.24	27.93	28.61	29.28	29.97	30.65
4	B	18.35	18.86	19.37	19.88	20.39	20.90	21.41	21.92	22.43	22.94
	O	27.53	28.29	29.06	29.82	30.59	31.35	32.12	32.88	33.65	34.41
5	B	21.10	21.67	22.24	22.82	23.39	23.96	24.53	25.10	25.67	26.24
	O	31.65	32.51	33.36	34.23	35.09	35.94	36.80	37.65	38.51	39.36
6	B	22.25	22.89	23.52	24.16	24.79	25.43	26.06	26.70	27.33	27.97
	O	33.38	34.34	35.28	36.24	37.19	38.15	39.09	40.05	41.00	41.96
7	B	24.02	24.73	25.43	26.14	26.85	27.55	28.26	28.97	29.67	30.38
	O	36.03	37.10	38.15	39.21	40.28	41.33	42.39	43.46	44.25	44.25
8	B	25.04	25.82	26.60	27.39	28.17	28.95	29.73	30.52	31.30	32.08
	O	37.56	38.73	39.90	41.09	42.26	43.43	44.25	44.25	44.25	44.25
9	B	26.79	27.65	28.52	29.38	30.25	31.11	31.98	32.84	33.70	34.57
	O	40.19	41.48	42.78	44.07	44.25	44.25	44.25	44.25	44.25	44.25
10	B	29.50	30.45	31.41	32.36	33.31	34.26	35.21	36.16	37.12	38.07
	O	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25
11	B	31.37	32.41	33.46	34.50	35.55	36.60	37.64	38.69	39.73	40.78
	O	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25
12	B	37.60	38.85	40.10	41.36	42.61	43.86	45.12	46.37	47.62	48.87
	O	44.25	44.25	44.25	44.25	44.25	44.25	45.12	46.37	47.62	48.87
13	B	44.71	46.20	47.69	49.18	50.67	52.16	53.65	55.14	56.63	58.12
	O	44.71	46.20	47.69	49.18	50.67	52.16	53.65	55.14	56.63	58.12
14	B	52.83	54.59	56.35	58.11	59.87	61.63	63.40	65.16	66.92	68.68
	O	52.83	54.59	56.35	58.11	59.87	61.63	63.40	65.16	66.92	68.68
15	B	62.14	64.21	66.28	68.36	70.43	72.50	74.57	76.64	78.68	78.68
	O	62.14	64.21	66.28	68.36	70.43	72.50	74.57	76.64	78.68	78.68

\* 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/>

**SALARY TABLE 2019-NY (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 32.13%**  
**FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA**  
**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	\$ 11.89	\$ 12.29	\$ 12.69	\$ 13.08	\$ 13.48	\$ 13.71	\$ 14.10	\$ 14.49	\$ 14.51	\$ 14.88
	O	17.84	18.44	19.04	19.62	20.22	20.57	21.15	21.74	21.77	22.32
2	B	13.37	13.69	14.13	14.51	14.67	15.10	15.54	15.97	16.40	16.83
	O	20.06	20.54	21.20	21.77	22.01	22.65	23.31	23.96	24.60	25.25
3	B	17.51	17.99	18.48	18.97	19.45	19.94	20.42	20.91	21.40	21.88
	O	26.27	26.99	27.72	28.46	29.18	29.91	30.63	31.37	32.10	32.82
4	B	19.65	20.20	20.75	21.29	21.84	22.38	22.93	23.47	24.02	24.57
	O	29.48	30.30	31.13	31.94	32.76	33.57	34.40	35.21	36.03	36.86
5	B	22.60	23.21	23.82	24.44	25.05	25.66	26.27	26.88	27.49	28.10
	O	33.90	34.82	35.73	36.66	37.58	38.49	39.41	40.32	41.24	42.15
6	B	23.83	24.51	25.19	25.87	26.55	27.23	27.91	28.59	29.27	29.95
	O	35.75	36.77	37.79	38.81	39.83	40.85	41.87	42.89	43.91	44.93
7	B	25.73	26.48	27.24	28.00	28.75	29.51	30.26	31.02	31.78	32.53
	O	38.60	39.72	40.86	42.00	43.13	44.27	45.39	46.53	47.40	47.40
8	B	26.82	27.65	28.49	29.33	30.17	31.01	31.84	32.68	33.52	34.36
	O	40.23	41.48	42.74	44.00	45.26	46.52	47.40	47.40	47.40	47.40
9	B	28.69	29.62	30.54	31.47	32.39	33.32	34.25	35.17	36.10	37.02
	O	43.04	44.43	45.81	47.21	47.40	47.40	47.40	47.40	47.40	47.40
10	B	31.60	32.62	33.64	34.65	35.67	36.69	37.71	38.73	39.75	40.77
	O	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40
11	B	33.59	34.71	35.83	36.95	38.07	39.19	40.31	41.43	42.55	43.67
	O	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40
12	B	40.27	41.61	42.95	44.29	45.63	46.98	48.32	49.66	51.00	52.35
	O	47.40	47.40	47.40	47.40	47.40	47.40	48.32	49.66	51.00	52.35
13	B	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.25
	O	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.25
14	B	56.58	58.47	60.35	62.24	64.13	66.01	67.90	69.78	71.67	73.56
	O	56.58	58.47	60.35	62.24	64.13	66.01	67.90	69.78	71.67	73.56
15	B	66.55	68.77	70.99	73.21	75.43	77.65	78.68	78.68	78.68	78.68
	O	66.55	68.77	70.99	73.21	75.43	77.65	78.68	78.68	78.68	78.68

\* 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/>

**SALARY TABLE 2019-OM (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 15.37%**  
**FOR THE LOCALITY PAY AREA OF OMAHA-COUNCIL BLUFFS-FREMONT, NE-IA**  
**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	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	15.29	15.71	16.14	16.56	16.98	17.41	17.83	18.26	18.68	19.11
	O	22.94	23.57	24.21	24.84	25.47	26.12	26.75	27.39	28.02	28.67
4	B	17.16	17.64	18.11	18.59	19.07	19.54	20.02	20.50	20.97	21.45
	O	25.74	26.46	27.17	27.89	28.61	29.31	30.03	30.75	31.46	32.18
5	B	19.74	20.27	20.80	21.34	21.87	22.40	22.94	23.47	24.00	24.54
	O	29.61	30.41	31.20	32.01	32.81	33.60	34.41	35.21	36.00	36.81
6	B	20.81	21.40	22.00	22.59	23.18	23.78	24.37	24.97	25.56	26.16
	O	31.22	32.10	33.00	33.89	34.77	35.67	36.56	37.46	38.34	39.24
7	B	22.46	23.12	23.78	24.44	25.10	25.77	26.43	27.09	27.75	28.41
	O	33.69	34.68	35.67	36.66	37.65	38.66	39.65	40.64	41.39	41.39
8	B	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54	29.27	30.00
	O	35.12	36.23	37.32	38.42	39.51	40.61	41.39	41.39	41.39	41.39
9	B	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52	32.33
	O	37.58	38.79	40.01	41.22	41.39	41.39	41.39	41.39	41.39	41.39
10	B	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71	35.60
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	41.39	41.39	41.39	41.39	41.39	41.39	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

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/>

**SALARY TABLE 2019-PB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 15.93%**  
**FOR THE LOCALITY PAY AREA OF PALM BAY-MELBOURNE-TITUSVILLE, FL**  
**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	\$ 10.43	\$ 10.78	\$ 11.13	\$ 11.48	\$ 11.82	\$ 12.03	\$ 12.37	\$ 12.72	\$ 12.73	\$ 13.06
	O	15.65	16.17	16.70	17.22	17.73	18.05	18.56	19.08	19.10	19.59
2	B	11.73	12.01	12.40	12.73	12.87	13.25	13.63	14.01	14.39	14.77
	O	17.60	18.02	18.60	19.10	19.31	19.88	20.45	21.02	21.59	22.16
3	B	15.36	15.79	16.21	16.64	17.07	17.49	17.92	18.35	18.77	19.20
	O	23.04	23.69	24.32	24.96	25.61	26.24	26.88	27.53	28.16	28.80
4	B	17.24	17.72	18.20	18.68	19.16	19.64	20.12	20.60	21.07	21.55
	O	25.86	26.58	27.30	28.02	28.74	29.46	30.18	30.90	31.61	32.33
5	B	19.83	20.37	20.90	21.44	21.98	22.51	23.05	23.58	24.12	24.66
	O	29.75	30.56	31.35	32.16	32.97	33.77	34.58	35.37	36.18	36.99
6	B	20.91	21.51	22.10	22.70	23.30	23.89	24.49	25.09	25.69	26.28
	O	31.37	32.27	33.15	34.05	34.95	35.84	36.74	37.64	38.54	39.42
7	B	22.57	23.24	23.90	24.56	25.23	25.89	26.55	27.22	27.88	28.55
	O	33.86	34.86	35.85	36.84	37.85	38.84	39.83	40.83	41.83	42.82
8	B	23.53	24.26	25.00	25.73	26.47	27.21	27.94	28.68	29.41	30.15
	O	35.30	36.39	37.50	38.60	39.71	40.82	41.93	43.04	44.15	45.26
9	B	25.17	25.99	26.80	27.61	28.42	29.23	30.05	30.86	31.67	32.48
	O	37.76	38.99	40.20	41.42	42.64	43.86	45.08	46.30	47.52	48.74
10	B	27.72	28.62	29.51	30.41	31.30	32.19	33.09	33.98	34.88	35.77
	O	41.58	41.58	41.58	41.58	41.58	41.58	41.58	41.58	41.58	41.58
11	B	29.48	30.46	31.44	32.42	33.41	34.39	35.37	36.35	37.34	38.32
	O	41.58	41.58	41.58	41.58	41.58	41.58	41.58	41.58	41.58	41.58
12	B	35.33	36.51	37.68	38.86	40.04	41.22	42.39	43.57	44.75	45.93
	O	41.58	41.58	41.58	41.58	41.58	41.58	42.39	43.57	44.75	45.93
13	B	42.01	43.41	44.81	46.21	47.61	49.01	50.41	51.81	53.21	54.61
	O	42.01	43.41	44.81	46.21	47.61	49.01	50.41	51.81	53.21	54.61
14	B	49.64	51.30	52.95	54.61	56.26	57.92	59.57	61.23	62.88	64.54
	O	49.64	51.30	52.95	54.61	56.26	57.92	59.57	61.23	62.88	64.54
15	B	58.39	60.34	62.29	64.23	66.18	68.13	70.07	72.02	73.97	75.91
	O	58.39	60.34	62.29	64.23	66.18	68.13	70.07	72.02	73.97	75.91

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/>

**SALARY TABLE 2019-PHL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 24.59%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD**  
**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	\$ 11.21	\$ 11.59	\$ 11.96	\$ 12.33	\$ 12.71	\$ 12.92	\$ 13.29	\$ 13.67	\$ 13.68	\$ 14.03
	O	16.82	17.39	17.94	18.50	19.07	19.38	19.94	20.51	20.52	21.05
2	B	12.61	12.91	13.33	13.68	13.84	14.24	14.65	15.06	15.46	15.87
	O	18.92	19.37	20.00	20.52	20.76	21.36	21.98	22.59	23.19	23.81
3	B	16.51	16.97	17.43	17.88	18.34	18.80	19.26	19.72	20.18	20.63
	O	24.77	25.46	26.15	26.82	27.51	28.20	28.89	29.58	30.27	30.95
4	B	18.53	19.05	19.56	20.08	20.59	21.10	21.62	22.13	22.65	23.16
	O	27.80	28.58	29.34	30.12	30.89	31.65	32.43	33.20	33.98	34.74
5	B	21.31	21.89	22.46	23.04	23.62	24.19	24.77	25.34	25.92	26.50
	O	31.97	32.84	33.69	34.56	35.43	36.29	37.16	38.01	38.88	39.75
6	B	22.47	23.11	23.75	24.39	25.04	25.68	26.32	26.96	27.60	28.25
	O	33.71	34.67	35.63	36.59	37.56	38.52	39.48	40.44	41.40	42.38
7	B	24.26	24.97	25.68	26.40	27.11	27.82	28.54	29.25	29.97	30.68
	O	36.39	37.46	38.52	39.60	40.67	41.73	42.81	43.88	44.69	44.69
8	B	25.29	26.08	26.87	27.66	28.45	29.24	30.03	30.82	31.61	32.40
	O	37.94	39.12	40.31	41.49	42.68	43.86	44.69	44.69	44.69	44.69
9	B	27.05	27.93	28.80	29.67	30.55	31.42	32.29	33.16	34.04	34.91
	O	40.58	41.90	43.20	44.51	44.69	44.69	44.69	44.69	44.69	44.69
10	B	29.79	30.75	31.72	32.68	33.64	34.60	35.56	36.52	37.48	38.44
	O	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69
11	B	31.68	32.73	33.79	34.85	35.90	36.96	38.01	39.07	40.13	41.18
	O	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69
12	B	37.97	39.23	40.50	41.76	43.03	44.30	45.56	46.83	48.09	49.36
	O	44.69	44.69	44.69	44.69	44.69	44.69	45.56	46.83	48.09	49.36
13	B	45.15	46.65	48.16	49.66	51.17	52.67	54.18	55.68	57.19	58.69
	O	45.15	46.65	48.16	49.66	51.17	52.67	54.18	55.68	57.19	58.69
14	B	53.35	55.13	56.91	58.69	60.47	62.24	64.02	65.80	67.58	69.36
	O	53.35	55.13	56.91	58.69	60.47	62.24	64.02	65.80	67.58	69.36
15	B	62.76	64.85	66.94	69.03	71.12	73.22	75.31	77.40	78.68	78.68
	O	62.76	64.85	66.94	69.03	71.12	73.22	75.31	77.40	78.68	78.68

\* 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/>

**SALARY TABLE 2019-PX (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**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	15.78	16.22	16.66	17.09	17.53	17.97	18.41	18.85	19.29	19.72
	O	23.67	24.33	24.99	25.64	26.30	26.96	27.62	28.28	28.94	29.58
4	B	17.71	18.21	18.70	19.19	19.68	20.17	20.67	21.16	21.65	22.14
	O	26.57	27.32	28.05	28.79	29.52	30.26	31.01	31.74	32.48	33.21
5	B	20.37	20.92	21.47	22.02	22.57	23.12	23.68	24.23	24.78	25.33
	O	30.56	31.38	32.21	33.03	33.86	34.68	35.52	36.35	37.17	38.00
6	B	21.48	22.09	22.70	23.32	23.93	24.54	25.16	25.77	26.39	27.00
	O	32.22	33.14	34.05	34.98	35.90	36.81	37.74	38.66	39.59	40.50
7	B	23.19	23.87	24.55	25.23	25.91	26.60	27.28	27.96	28.64	29.32
	O	34.79	35.81	36.83	37.85	38.87	39.90	40.92	41.94	42.72	42.72
8	B	24.17	24.92	25.68	26.44	27.19	27.95	28.70	29.46	30.21	30.97
	O	36.26	37.38	38.52	39.66	40.79	41.93	42.72	42.72	42.72	42.72
9	B	25.86	26.69	27.53	28.36	29.20	30.03	30.87	31.70	32.53	33.37
	O	38.79	40.04	41.30	42.54	42.72	42.72	42.72	42.72	42.72	42.72
10	B	28.48	29.40	30.32	31.23	32.15	33.07	33.99	34.91	35.83	36.75
	O	42.72	42.72	42.72	42.72	42.72	42.72	42.72	42.72	42.72	42.72
11	B	30.28	31.29	32.30	33.31	34.32	35.33	36.34	37.34	38.35	39.36
	O	42.72	42.72	42.72	42.72	42.72	42.72	42.72	42.72	42.72	42.72
12	B	36.29	37.50	38.71	39.92	41.13	42.34	43.55	44.76	45.97	47.18
	O	42.72	42.72	42.72	42.72	42.72	42.72	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

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/>

**SALARY TABLE 2019-PIT (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 18.35%**  
**FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV**  
**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	\$ 10.65	\$ 11.01	\$ 11.36	\$ 11.72	\$ 12.07	\$ 12.28	\$ 12.63	\$ 12.98	\$ 12.99	\$ 13.33
	O	15.98	16.52	17.04	17.58	18.11	18.42	18.95	19.47	19.49	20.00
2	B	11.98	12.26	12.66	12.99	13.14	13.53	13.92	14.30	14.69	15.08
	O	17.97	18.39	18.99	19.49	19.71	20.30	20.88	21.45	22.04	22.62
3	B	15.68	16.12	16.55	16.99	17.42	17.86	18.29	18.73	19.17	19.60
	O	23.52	24.18	24.83	25.49	26.13	26.79	27.44	28.10	28.76	29.40
4	B	17.60	18.09	18.58	19.07	19.56	20.05	20.54	21.03	21.51	22.00
	O	26.40	27.14	27.87	28.61	29.34	30.08	30.81	31.55	32.27	33.00
5	B	20.24	20.79	21.34	21.89	22.43	22.98	23.53	24.08	24.62	25.17
	O	30.36	31.19	32.01	32.84	33.65	34.47	35.30	36.12	36.93	37.76
6	B	21.34	21.95	22.56	23.17	23.78	24.39	25.00	25.61	26.22	26.83
	O	32.01	32.93	33.84	34.76	35.67	36.59	37.50	38.42	39.33	40.25
7	B	23.04	23.72	24.40	25.08	25.75	26.43	27.11	27.79	28.46	29.14
	O	34.56	35.58	36.60	37.62	38.63	39.65	40.67	41.69	42.45	42.45
8	B	24.02	24.77	25.52	26.27	27.02	27.77	28.52	29.27	30.03	30.78
	O	36.03	37.16	38.28	39.41	40.53	41.66	42.45	42.45	42.45	42.45
9	B	25.70	26.53	27.36	28.19	29.02	29.84	30.67	31.50	32.33	33.16
	O	38.55	39.80	41.04	42.29	42.45	42.45	42.45	42.45	42.45	42.45
10	B	28.30	29.21	30.13	31.04	31.95	32.87	33.78	34.69	35.61	36.52
	O	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45
11	B	30.09	31.09	32.10	33.10	34.10	35.11	36.11	37.11	38.12	39.12
	O	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45
12	B	36.07	37.27	38.47	39.67	40.88	42.08	43.28	44.48	45.68	46.89
	O	42.45	42.45	42.45	42.45	42.45	42.45	43.28	44.48	45.68	46.89
13	B	42.89	44.32	45.75	47.18	48.61	50.04	51.46	52.89	54.32	55.75
	O	42.89	44.32	45.75	47.18	48.61	50.04	51.46	52.89	54.32	55.75
14	B	50.68	52.37	54.06	55.75	57.44	59.13	60.82	62.51	64.20	65.88
	O	50.68	52.37	54.06	55.75	57.44	59.13	60.82	62.51	64.20	65.88
15	B	59.61	61.60	63.59	65.57	67.56	69.55	71.54	73.52	75.51	77.50
	O	59.61	61.60	63.59	65.57	67.56	69.55	71.54	73.52	75.51	77.50

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/>

**SALARY TABLE 2019-POR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 22.53%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA**  
**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	\$ 11.03	\$ 11.40	\$ 11.77	\$ 12.13	\$ 12.50	\$ 12.71	\$ 13.07	\$ 13.44	\$ 13.45	\$ 13.80
	O	16.55	17.10	17.66	18.20	18.75	19.07	19.61	20.16	20.18	20.70
2	B	12.40	12.70	13.11	13.45	13.61	14.01	14.41	14.81	15.21	15.61
	O	18.60	19.05	19.67	20.18	20.42	21.02	21.62	22.22	22.82	23.42
3	B	16.24	16.69	17.14	17.59	18.04	18.49	18.94	19.39	19.84	20.29
	O	24.36	25.04	25.71	26.39	27.06	27.74	28.41	29.09	29.76	30.44
4	B	18.23	18.73	19.24	19.74	20.25	20.76	21.26	21.77	22.27	22.78
	O	27.35	28.10	28.86	29.61	30.38	31.14	31.89	32.66	33.41	34.17
5	B	20.96	21.53	22.09	22.66	23.23	23.79	24.36	24.93	25.49	26.06
	O	31.44	32.30	33.14	33.99	34.85	35.69	36.54	37.40	38.24	39.09
6	B	22.10	22.73	23.36	23.99	24.62	25.25	25.89	26.52	27.15	27.78
	O	33.15	34.10	35.04	35.99	36.93	37.88	38.84	39.78	40.73	41.67
7	B	23.86	24.56	25.26	25.96	26.66	27.36	28.07	28.77	29.47	30.17
	O	35.79	36.84	37.89	38.94	39.99	41.04	42.11	43.16	43.95	43.95
8	B	24.87	25.64	26.42	27.20	27.98	28.75	29.53	30.31	31.09	31.86
	O	37.31	38.46	39.63	40.80	41.97	43.13	43.95	43.95	43.95	43.95
9	B	26.61	27.47	28.32	29.18	30.04	30.90	31.76	32.62	33.47	34.33
	O	39.92	41.21	42.48	43.77	43.95	43.95	43.95	43.95	43.95	43.95
10	B	29.30	30.25	31.19	32.14	33.08	34.03	34.97	35.92	36.86	37.81
	O	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95
11	B	31.15	32.19	33.23	34.27	35.31	36.35	37.38	38.42	39.46	40.50
	O	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95
12	B	37.34	38.59	39.83	41.07	42.32	43.56	44.81	46.05	47.30	48.54
	O	43.95	43.95	43.95	43.95	43.95	43.95	44.81	46.05	47.30	48.54
13	B	44.40	45.88	47.36	48.84	50.32	51.80	53.28	54.76	56.24	57.72
	O	44.40	45.88	47.36	48.84	50.32	51.80	53.28	54.76	56.24	57.72
14	B	52.47	54.22	55.97	57.72	59.47	61.22	62.96	64.71	66.46	68.21
	O	52.47	54.22	55.97	57.72	59.47	61.22	62.96	64.71	66.46	68.21
15	B	61.72	63.78	65.83	67.89	69.95	72.00	74.06	76.12	78.18	78.68
	O	61.72	63.78	65.83	67.89	69.95	72.00	74.06	76.12	78.18	78.68

\* 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/>



**SALARY TABLE 2019-RA (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 19.52%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC**  
**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	\$ 10.76	\$ 11.12	\$ 11.48	\$ 11.83	\$ 12.19	\$ 12.40	\$ 12.75	\$ 13.11	\$ 13.12	\$ 13.46
	O	16.14	16.68	17.22	17.75	18.29	18.60	19.13	19.67	19.68	20.19
2	B	12.10	12.38	12.78	13.12	13.27	13.66	14.05	14.44	14.83	15.22
	O	18.15	18.57	19.17	19.68	19.91	20.49	21.08	21.66	22.25	22.83
3	B	15.84	16.28	16.72	17.16	17.60	18.04	18.48	18.92	19.36	19.79
	O	23.76	24.42	25.08	25.74	26.40	27.06	27.72	28.38	29.04	29.69
4	B	17.78	18.27	18.77	19.26	19.75	20.25	20.74	21.23	21.73	22.22
	O	26.67	27.41	28.16	28.89	29.63	30.38	31.11	31.85	32.60	33.33
5	B	20.45	21.00	21.55	22.10	22.66	23.21	23.76	24.31	24.87	25.42
	O	30.68	31.50	32.33	33.15	33.99	34.82	35.64	36.47	37.31	38.13
6	B	21.56	22.17	22.79	23.40	24.02	24.63	25.25	25.86	26.48	27.10
	O	32.34	33.26	34.19	35.10	36.03	36.95	37.88	38.79	39.72	40.65
7	B	23.27	23.95	24.64	25.32	26.01	26.69	27.38	28.06	28.75	29.43
	O	34.91	35.93	36.96	37.98	39.02	40.04	41.07	42.09	42.87	42.87
8	B	24.26	25.01	25.77	26.53	27.29	28.05	28.81	29.56	30.32	31.08
	O	36.39	37.52	38.66	39.80	40.94	42.08	42.87	42.87	42.87	42.87
9	B	25.95	26.79	27.63	28.47	29.30	30.14	30.98	31.81	32.65	33.49
	O	38.93	40.19	41.45	42.71	42.87	42.87	42.87	42.87	42.87	42.87
10	B	28.58	29.50	30.43	31.35	32.27	33.19	34.11	35.04	35.96	36.88
	O	42.87	42.87	42.87	42.87	42.87	42.87	42.87	42.87	42.87	42.87
11	B	30.39	31.40	32.41	33.43	34.44	35.45	36.47	37.48	38.49	39.51
	O	42.87	42.87	42.87	42.87	42.87	42.87	42.87	42.87	42.87	42.87
12	B	36.42	37.64	38.85	40.07	41.28	42.49	43.71	44.92	46.14	47.35
	O	42.87	42.87	42.87	42.87	42.87	42.87	43.71	44.92	46.14	47.35
13	B	43.31	44.76	46.20	47.64	49.09	50.53	51.97	53.42	54.86	56.30
	O	43.31	44.76	46.20	47.64	49.09	50.53	51.97	53.42	54.86	56.30
14	B	51.18	52.89	54.59	56.30	58.01	59.71	61.42	63.12	64.83	66.54
	O	51.18	52.89	54.59	56.30	58.01	59.71	61.42	63.12	64.83	66.54
15	B	60.20	62.21	64.22	66.22	68.23	70.24	72.24	74.25	76.26	78.26
	O	60.20	62.21	64.22	66.22	68.23	70.24	72.24	74.25	76.26	78.26

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/>

**SALARY TABLE 2019-RCH (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 18.79%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**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	\$ 10.69	\$ 11.05	\$ 11.41	\$ 11.76	\$ 12.11	\$ 12.32	\$ 12.67	\$ 13.03	\$ 13.04	\$ 13.38
	O	16.04	16.58	17.12	17.64	18.17	18.48	19.01	19.55	19.56	20.07
2	B	12.02	12.31	12.71	13.04	13.19	13.58	13.97	14.36	14.74	15.13
	O	18.03	18.47	19.07	19.56	19.79	20.37	20.96	21.54	22.11	22.70
3	B	15.74	16.18	16.61	17.05	17.49	17.93	18.36	18.80	19.24	19.67
	O	23.61	24.27	24.92	25.58	26.24	26.90	27.54	28.20	28.86	29.51
4	B	17.67	18.16	18.65	19.14	19.63	20.12	20.61	21.10	21.59	22.09
	O	26.51	27.24	27.98	28.71	29.45	30.18	30.92	31.65	32.39	33.14
5	B	20.32	20.87	21.42	21.97	22.52	23.07	23.62	24.16	24.71	25.26
	O	30.48	31.31	32.13	32.96	33.78	34.61	35.43	36.24	37.07	37.89
6	B	21.42	22.04	22.65	23.26	23.87	24.48	25.09	25.71	26.32	26.93
	O	32.13	33.06	33.98	34.89	35.81	36.72	37.64	38.57	39.48	40.40
7	B	23.13	23.81	24.49	25.17	25.85	26.53	27.21	27.89	28.57	29.25
	O	34.70	35.72	36.74	37.76	38.78	39.80	40.82	41.84	42.62	42.62
8	B	24.11	24.86	25.62	26.37	27.12	27.88	28.63	29.38	30.14	30.89
	O	36.17	37.29	38.43	39.56	40.68	41.82	42.62	42.62	42.62	42.62
9	B	25.79	26.63	27.46	28.29	29.12	29.96	30.79	31.62	32.45	33.28
	O	38.69	39.95	41.19	42.44	42.62	42.62	42.62	42.62	42.62	42.62
10	B	28.41	29.32	30.24	31.16	32.07	32.99	33.91	34.82	35.74	36.65
	O	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62
11	B	30.20	31.21	32.22	33.22	34.23	35.24	36.24	37.25	38.26	39.26
	O	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62
12	B	36.20	37.41	38.61	39.82	41.03	42.23	43.44	44.65	45.85	47.06
	O	42.62	42.62	42.62	42.62	42.62	42.62	43.44	44.65	45.85	47.06
13	B	43.05	44.48	45.92	47.35	48.79	50.22	51.66	53.09	54.53	55.96
	O	43.05	44.48	45.92	47.35	48.79	50.22	51.66	53.09	54.53	55.96
14	B	50.87	52.56	54.26	55.96	57.65	59.35	61.04	62.74	64.43	66.13
	O	50.87	52.56	54.26	55.96	57.65	59.35	61.04	62.74	64.43	66.13
15	B	59.84	61.83	63.82	65.82	67.81	69.81	71.80	73.80	75.79	77.78
	O	59.84	61.83	63.82	65.82	67.81	69.81	71.80	73.80	75.79	77.78

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/>

**SALARY TABLE 2019-SAC (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 24.86%**  
**FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV**  
**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	\$ 11.24	\$ 11.61	\$ 11.99	\$ 12.36	\$ 12.73	\$ 12.95	\$ 13.32	\$ 13.70	\$ 13.71	\$ 14.06
	O	16.86	17.42	17.99	18.54	19.10	19.43	19.98	20.55	20.57	21.09
2	B	12.64	12.94	13.36	13.71	13.86	14.27	14.68	15.09	15.50	15.91
	O	18.96	19.41	20.04	20.57	20.79	21.41	22.02	22.64	23.25	23.87
3	B	16.54	17.00	17.46	17.92	18.38	18.84	19.30	19.76	20.22	20.68
	O	24.81	25.50	26.19	26.88	27.57	28.26	28.95	29.64	30.33	31.02
4	B	18.57	19.09	19.60	20.12	20.63	21.15	21.67	22.18	22.70	23.21
	O	27.86	28.64	29.40	30.18	30.95	31.73	32.51	33.27	34.05	34.82
5	B	21.36	21.94	22.51	23.09	23.67	24.25	24.82	25.40	25.98	26.55
	O	32.04	32.91	33.77	34.64	35.51	36.38	37.23	38.10	38.97	39.83
6	B	22.52	23.16	23.80	24.45	25.09	25.73	26.38	27.02	27.66	28.31
	O	33.78	34.74	35.70	36.68	37.64	38.60	39.57	40.53	41.49	42.47
7	B	24.31	25.03	25.74	26.46	27.17	27.89	28.60	29.31	30.03	30.74
	O	36.47	37.55	38.61	39.69	40.76	41.84	42.90	43.97	44.79	44.79
8	B	25.34	26.13	26.92	27.72	28.51	29.30	30.09	30.88	31.68	32.47
	O	38.01	39.20	40.38	41.58	42.77	43.95	44.79	44.79	44.79	44.79
9	B	27.11	27.99	28.86	29.74	30.61	31.49	32.36	33.24	34.11	34.99
	O	40.67	41.99	43.29	44.61	44.79	44.79	44.79	44.79	44.79	44.79
10	B	29.86	30.82	31.78	32.75	33.71	34.67	35.64	36.60	37.56	38.53
	O	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79
11	B	31.75	32.80	33.86	34.92	35.98	37.04	38.10	39.15	40.21	41.27
	O	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79
12	B	38.05	39.32	40.59	41.86	43.12	44.39	45.66	46.93	48.20	49.47
	O	44.79	44.79	44.79	44.79	44.79	44.79	45.66	46.93	48.20	49.47
13	B	45.25	46.75	48.26	49.77	51.28	52.79	54.30	55.80	57.31	58.82
	O	45.25	46.75	48.26	49.77	51.28	52.79	54.30	55.80	57.31	58.82
14	B	53.47	55.25	57.03	58.81	60.60	62.38	64.16	65.94	67.73	69.51
	O	53.47	55.25	57.03	58.81	60.60	62.38	64.16	65.94	67.73	69.51
15	B	62.89	64.99	67.09	69.18	71.28	73.37	75.47	77.57	78.68	78.68
	O	62.89	64.99	67.09	69.18	71.28	73.37	75.47	77.57	78.68	78.68

\* 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/>

**SALARY TABLE 2019-SO (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 15.37%**  
**FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, 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	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	15.29	15.71	16.14	16.56	16.98	17.41	17.83	18.26	18.68	19.11
	O	22.94	23.57	24.21	24.84	25.47	26.12	26.75	27.39	28.02	28.67
4	B	17.16	17.64	18.11	18.59	19.07	19.54	20.02	20.50	20.97	21.45
	O	25.74	26.46	27.17	27.89	28.61	29.31	30.03	30.75	31.46	32.18
5	B	19.74	20.27	20.80	21.34	21.87	22.40	22.94	23.47	24.00	24.54
	O	29.61	30.41	31.20	32.01	32.81	33.60	34.41	35.21	36.00	36.81
6	B	20.81	21.40	22.00	22.59	23.18	23.78	24.37	24.97	25.56	26.16
	O	31.22	32.10	33.00	33.89	34.77	35.67	36.56	37.46	38.34	39.24
7	B	22.46	23.12	23.78	24.44	25.10	25.77	26.43	27.09	27.75	28.41
	O	33.69	34.68	35.67	36.66	37.65	38.66	39.65	40.64	41.39	41.39
8	B	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54	29.27	30.00
	O	35.12	36.23	37.32	38.42	39.51	40.61	41.39	41.39	41.39	41.39
9	B	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52	32.33
	O	37.58	38.79	40.01	41.22	41.39	41.39	41.39	41.39	41.39	41.39
10	B	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71	35.60
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	41.39	41.39	41.39	41.39	41.39	41.39	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

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/>

**SALARY TABLE 2019-SD (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 27.88%**  
**FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA**  
**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	\$ 11.51	\$ 11.90	\$ 12.28	\$ 12.66	\$ 13.04	\$ 13.27	\$ 13.64	\$ 14.03	\$ 14.04	\$ 14.40
	O	17.27	17.85	18.42	18.99	19.56	19.91	20.46	21.05	21.06	21.60
2	B	12.94	13.25	13.68	14.04	14.20	14.62	15.04	15.45	15.87	16.29
	O	19.41	19.88	20.52	21.06	21.30	21.93	22.56	23.18	23.81	24.44
3	B	16.94	17.41	17.89	18.36	18.83	19.30	19.77	20.24	20.71	21.18
	O	25.41	26.12	26.84	27.54	28.25	28.95	29.66	30.36	31.07	31.77
4	B	19.02	19.55	20.08	20.61	21.13	21.66	22.19	22.72	23.25	23.78
	O	28.53	29.33	30.12	30.92	31.70	32.49	33.29	34.08	34.88	35.67
5	B	21.87	22.47	23.06	23.65	24.24	24.83	25.42	26.01	26.61	27.20
	O	32.81	33.71	34.59	35.48	36.36	37.25	38.13	39.02	39.92	40.80
6	B	23.06	23.72	24.38	25.04	25.70	26.36	27.02	27.67	28.33	28.99
	O	34.59	35.58	36.57	37.56	38.55	39.54	40.53	41.51	42.50	43.49
7	B	24.90	25.63	26.36	27.09	27.83	28.56	29.29	30.02	30.76	31.49
	O	37.35	38.45	39.54	40.64	41.75	42.84	43.94	45.03	45.87	45.87
8	B	25.95	26.76	27.58	28.39	29.20	30.01	30.82	31.63	32.44	33.25
	O	38.93	40.14	41.37	42.59	43.80	45.02	45.87	45.87	45.87	45.87
9	B	27.77	28.67	29.56	30.46	31.35	32.25	33.14	34.04	34.94	35.83
	O	41.66	43.01	44.34	45.69	45.87	45.87	45.87	45.87	45.87	45.87
10	B	30.58	31.57	32.55	33.54	34.53	35.51	36.50	37.49	38.47	39.46
	O	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87
11	B	32.51	33.60	34.68	35.77	36.85	37.93	39.02	40.10	41.18	42.27
	O	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87
12	B	38.97	40.27	41.57	42.87	44.17	45.47	46.76	48.06	49.36	50.66
	O	45.87	45.87	45.87	45.87	45.87	45.87	46.76	48.06	49.36	50.66
13	B	46.34	47.89	49.43	50.98	52.52	54.06	55.61	57.15	58.70	60.24
	O	46.34	47.89	49.43	50.98	52.52	54.06	55.61	57.15	58.70	60.24
14	B	54.76	56.59	58.41	60.24	62.06	63.89	65.71	67.54	69.36	71.19
	O	54.76	56.59	58.41	60.24	62.06	63.89	65.71	67.54	69.36	71.19
15	B	64.41	66.56	68.71	70.85	73.00	75.15	77.30	78.68	78.68	78.68
	O	64.41	66.56	68.71	70.85	73.00	75.15	77.30	78.68	78.68	78.68

\* 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/>

**SALARY TABLE 2019-SF (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 39.28%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**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	\$ 12.54	\$ 12.96	\$ 13.37	\$ 13.79	\$ 14.21	\$ 14.45	\$ 14.86	\$ 15.28	\$ 15.29	\$ 15.68
	O	18.81	19.44	20.06	20.69	21.32	21.68	22.29	22.92	22.94	23.52
2	B	14.10	14.43	14.90	15.29	15.47	15.92	16.38	16.83	17.29	17.74
	O	21.15	21.65	22.35	22.94	23.21	23.88	24.57	25.25	25.94	26.61
3	B	18.45	18.97	19.48	19.99	20.51	21.02	21.53	22.04	22.55	23.07
	O	27.68	28.46	29.22	29.99	30.77	31.53	32.30	33.06	33.83	34.61
4	B	20.72	21.29	21.87	22.44	23.02	23.59	24.17	24.74	25.32	25.89
	O	31.08	31.94	32.81	33.66	34.53	35.39	36.26	37.11	37.98	38.84
5	B	23.83	24.47	25.11	25.76	26.40	27.05	27.69	28.33	28.98	29.62
	O	35.75	36.71	37.67	38.64	39.60	40.58	41.54	42.50	43.47	44.43
6	B	25.12	25.84	26.55	27.27	27.99	28.71	29.42	30.14	30.86	31.58
	O	37.68	38.76	39.83	40.91	41.99	43.07	44.13	45.21	46.29	47.37
7	B	27.12	27.92	28.71	29.51	30.31	31.11	31.90	32.70	33.50	34.30
	O	40.68	41.88	43.07	44.27	45.47	46.67	47.85	49.05	49.97	49.97
8	B	28.27	29.15	30.03	30.92	31.80	32.68	33.57	34.45	35.34	36.22
	O	42.41	43.73	45.05	46.38	47.70	49.02	49.97	49.97	49.97	49.97
9	B	30.24	31.22	32.20	33.17	34.15	35.12	36.10	37.07	38.05	39.03
	O	45.36	46.83	48.30	49.76	49.97	49.97	49.97	49.97	49.97	49.97
10	B	33.31	34.38	35.46	36.53	37.60	38.68	39.75	40.83	41.90	42.98
	O	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97
11	B	35.41	36.59	37.77	38.95	40.13	41.31	42.50	43.68	44.86	46.04
	O	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97	49.97
12	B	42.44	43.86	45.27	46.69	48.10	49.52	50.93	52.35	53.76	55.18
	O	49.97	49.97	49.97	49.97	49.97	49.97	50.93	52.35	53.76	55.18
13	B	50.47	52.15	53.84	55.52	57.20	58.88	60.57	62.25	63.93	65.61
	O	50.47	52.15	53.84	55.52	57.20	58.88	60.57	62.25	63.93	65.61
14	B	59.64	61.63	63.62	65.61	67.60	69.58	71.57	73.56	75.55	77.54
	O	59.64	61.63	63.62	65.61	67.60	69.58	71.57	73.56	75.55	77.54
15	B	70.16	72.49	74.83	77.17	78.68	78.68	78.68	78.68	78.68	78.68
	O	70.16	72.49	74.83	77.17	78.68	78.68	78.68	78.68	78.68	78.68

\* 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/>

**SALARY TABLE 2019-SEA (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 25.11%**  
**FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA**  
**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	\$ 11.26	\$ 11.64	\$ 12.01	\$ 12.39	\$ 12.76	\$ 12.98	\$ 13.35	\$ 13.72	\$ 13.74	\$ 14.09
	O	16.89	17.46	18.02	18.59	19.14	19.47	20.03	20.58	20.61	21.14
2	B	12.66	12.96	13.38	13.74	13.89	14.30	14.71	15.12	15.53	15.94
	O	18.99	19.44	20.07	20.61	20.84	21.45	22.07	22.68	23.30	23.91
3	B	16.58	17.04	17.50	17.96	18.42	18.88	19.34	19.80	20.26	20.72
	O	24.87	25.56	26.25	26.94	27.63	28.32	29.01	29.70	30.39	31.08
4	B	18.61	19.13	19.64	20.16	20.68	21.19	21.71	22.23	22.74	23.26
	O	27.92	28.70	29.46	30.24	31.02	31.79	32.57	33.35	34.11	34.89
5	B	21.40	21.98	22.56	23.14	23.72	24.29	24.87	25.45	26.03	26.61
	O	32.10	32.97	33.84	34.71	35.58	36.44	37.31	38.18	39.05	39.92
6	B	22.56	23.21	23.85	24.50	25.14	25.79	26.43	27.07	27.72	28.36
	O	33.84	34.82	35.78	36.75	37.71	38.69	39.65	40.61	41.58	42.54
7	B	24.36	25.08	25.79	26.51	27.22	27.94	28.66	29.37	30.09	30.81
	O	36.54	37.62	38.69	39.77	40.83	41.91	42.99	44.06	44.88	44.88
8	B	25.39	26.18	26.98	27.77	28.57	29.36	30.15	30.95	31.74	32.53
	O	38.09	39.27	40.47	41.66	42.86	44.04	44.88	44.88	44.88	44.88
9	B	27.17	28.04	28.92	29.80	30.67	31.55	32.43	33.30	34.18	35.06
	O	40.76	42.06	43.38	44.70	44.88	44.88	44.88	44.88	44.88	44.88
10	B	29.92	30.88	31.85	32.81	33.78	34.74	35.71	36.67	37.64	38.60
	O	44.88	44.88	44.88	44.88	44.88	44.88	44.88	44.88	44.88	44.88
11	B	31.81	32.87	33.93	34.99	36.05	37.11	38.17	39.23	40.29	41.35
	O	44.88	44.88	44.88	44.88	44.88	44.88	44.88	44.88	44.88	44.88
12	B	38.13	39.40	40.67	41.94	43.21	44.48	45.75	47.02	48.29	49.56
	O	44.88	44.88	44.88	44.88	44.88	44.88	45.75	47.02	48.29	49.56
13	B	45.34	46.85	48.36	49.87	51.38	52.89	54.40	55.92	57.43	58.94
	O	45.34	46.85	48.36	49.87	51.38	52.89	54.40	55.92	57.43	58.94
14	B	53.57	55.36	57.15	58.93	60.72	62.50	64.29	66.08	67.86	69.65
	O	53.57	55.36	57.15	58.93	60.72	62.50	64.29	66.08	67.86	69.65
15	B	63.02	65.12	67.22	69.32	71.42	73.52	75.62	77.72	78.68	78.68
	O	63.02	65.12	67.22	69.32	71.42	73.52	75.62	77.72	78.68	78.68

\* 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/>

**SALARY TABLE 2019-SL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.47%**  
**FOR THE LOCALITY PAY AREA OF ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL**  
**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	\$ 10.48	\$ 10.83	\$ 11.18	\$ 11.53	\$ 11.88	\$ 12.08	\$ 12.43	\$ 12.77	\$ 12.79	\$ 13.12
	O	15.72	16.25	16.77	17.30	17.82	18.12	18.65	19.16	19.19	19.68
2	B	11.79	12.07	12.46	12.79	12.93	13.31	13.69	14.08	14.46	14.84
	O	17.69	18.11	18.69	19.19	19.40	19.97	20.54	21.12	21.69	22.26
3	B	15.43	15.86	16.29	16.72	17.15	17.58	18.00	18.43	18.86	19.29
	O	23.15	23.79	24.44	25.08	25.73	26.37	27.00	27.65	28.29	28.94
4	B	17.32	17.81	18.29	18.77	19.25	19.73	20.21	20.69	21.17	21.65
	O	25.98	26.72	27.44	28.16	28.88	29.60	30.32	31.04	31.76	32.48
5	B	19.92	20.46	21.00	21.54	22.08	22.62	23.15	23.69	24.23	24.77
	O	29.88	30.69	31.50	32.31	33.12	33.93	34.73	35.54	36.35	37.16
6	B	21.01	21.61	22.21	22.80	23.40	24.00	24.60	25.21	25.80	26.40
	O	31.52	32.42	33.32	34.20	35.10	36.00	36.90	37.82	38.70	39.60
7	B	22.68	23.34	24.01	24.68	25.34	26.01	26.68	27.34	28.01	28.68
	O	34.02	35.01	36.02	37.02	38.01	39.02	40.02	41.01	41.78	41.78
8	B	23.64	24.38	25.11	25.85	26.59	27.33	28.07	28.81	29.55	30.29
	O	35.46	36.57	37.67	38.78	39.89	41.00	41.78	41.78	41.78	41.78
9	B	25.29	26.11	26.92	27.74	28.55	29.37	30.19	31.00	31.82	32.63
	O	37.94	39.17	40.38	41.61	41.78	41.78	41.78	41.78	41.78	41.78
10	B	27.85	28.75	29.65	30.55	31.45	32.34	33.24	34.14	35.04	35.94
	O	41.78	41.78	41.78	41.78	41.78	41.78	41.78	41.78	41.78	41.78
11	B	29.61	30.60	31.59	32.57	33.56	34.55	35.54	36.52	37.51	38.50
	O	41.78	41.78	41.78	41.78	41.78	41.78	41.78	41.78	41.78	41.78
12	B	35.49	36.68	37.86	39.04	40.23	41.41	42.59	43.78	44.96	46.14
	O	41.78	41.78	41.78	41.78	41.78	41.78	42.59	43.78	44.96	46.14
13	B	42.21	43.61	45.02	46.43	47.83	49.24	50.65	52.05	53.46	54.87
	O	42.21	43.61	45.02	46.43	47.83	49.24	50.65	52.05	53.46	54.87
14	B	49.87	51.54	53.20	54.86	56.53	58.19	59.85	61.51	63.17	64.84
	O	49.87	51.54	53.20	54.86	56.53	58.19	59.85	61.51	63.17	64.84
15	B	58.67	60.62	62.58	64.53	66.49	68.44	70.40	72.36	74.31	76.27
	O	58.67	60.62	62.58	64.53	66.49	68.44	70.40	72.36	74.31	76.27

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/>



**SALARY TABLE 2019-TU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 16.17%**  
**FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, 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	\$ 10.46	\$ 10.81	\$ 11.15	\$ 11.50	\$ 11.85	\$ 12.05	\$ 12.39	\$ 12.74	\$ 12.76	\$ 13.08
	O	15.69	16.22	16.73	17.25	17.78	18.08	18.59	19.11	19.14	19.62
2	B	11.76	12.04	12.43	12.76	12.90	13.28	13.66	14.04	14.42	14.80
	O	17.64	18.06	18.65	19.14	19.35	19.92	20.49	21.06	21.63	22.20
3	B	15.39	15.82	16.25	16.68	17.10	17.53	17.96	18.39	18.81	19.24
	O	23.09	23.73	24.38	25.02	25.65	26.30	26.94	27.59	28.22	28.86
4	B	17.28	17.76	18.24	18.72	19.20	19.68	20.16	20.64	21.12	21.60
	O	25.92	26.64	27.36	28.08	28.80	29.52	30.24	30.96	31.68	32.40
5	B	19.87	20.41	20.95	21.48	22.02	22.56	23.09	23.63	24.17	24.71
	O	29.81	30.62	31.43	32.22	33.03	33.84	34.64	35.45	36.26	37.07
6	B	20.95	21.55	22.15	22.75	23.34	23.94	24.54	25.14	25.74	26.34
	O	31.43	32.33	33.23	34.13	35.01	35.91	36.81	37.71	38.61	39.51
7	B	22.62	23.28	23.95	24.61	25.28	25.94	26.61	27.27	27.94	28.61
	O	33.93	34.92	35.93	36.92	37.92	38.91	39.92	40.91	41.67	41.67
8	B	23.58	24.31	25.05	25.79	26.52	27.26	28.00	28.74	29.47	30.21
	O	35.37	36.47	37.58	38.69	39.78	40.89	41.67	41.67	41.67	41.67
9	B	25.23	26.04	26.85	27.67	28.48	29.30	30.11	30.92	31.74	32.55
	O	37.85	39.06	40.28	41.51	41.67	41.67	41.67	41.67	41.67	41.67
10	B	27.78	28.68	29.57	30.47	31.36	32.26	33.16	34.05	34.95	35.85
	O	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67
11	B	29.54	30.52	31.51	32.49	33.47	34.46	35.44	36.43	37.41	38.40
	O	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67
12	B	35.40	36.58	37.76	38.94	40.12	41.30	42.48	43.66	44.84	46.02
	O	41.67	41.67	41.67	41.67	41.67	41.67	42.48	43.66	44.84	46.02
13	B	42.10	43.50	44.90	46.31	47.71	49.11	50.52	51.92	53.32	54.73
	O	42.10	43.50	44.90	46.31	47.71	49.11	50.52	51.92	53.32	54.73
14	B	49.75	51.40	53.06	54.72	56.38	58.04	59.70	61.35	63.01	64.67
	O	49.75	51.40	53.06	54.72	56.38	58.04	59.70	61.35	63.01	64.67
15	B	58.52	60.47	62.42	64.37	66.32	68.27	70.22	72.17	74.12	76.07
	O	58.52	60.47	62.42	64.37	66.32	68.27	70.22	72.17	74.12	76.07

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/>

**SALARY TABLE 2019-VB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 15.37%**  
**FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC**  
**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	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	15.29	15.71	16.14	16.56	16.98	17.41	17.83	18.26	18.68	19.11
	O	22.94	23.57	24.21	24.84	25.47	26.12	26.75	27.39	28.02	28.67
4	B	17.16	17.64	18.11	18.59	19.07	19.54	20.02	20.50	20.97	21.45
	O	25.74	26.46	27.17	27.89	28.61	29.31	30.03	30.75	31.46	32.18
5	B	19.74	20.27	20.80	21.34	21.87	22.40	22.94	23.47	24.00	24.54
	O	29.61	30.41	31.20	32.01	32.81	33.60	34.41	35.21	36.00	36.81
6	B	20.81	21.40	22.00	22.59	23.18	23.78	24.37	24.97	25.56	26.16
	O	31.22	32.10	33.00	33.89	34.77	35.67	36.56	37.46	38.34	39.24
7	B	22.46	23.12	23.78	24.44	25.10	25.77	26.43	27.09	27.75	28.41
	O	33.69	34.68	35.67	36.66	37.65	38.66	39.65	40.64	41.39	41.39
8	B	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54	29.27	30.00
	O	35.12	36.23	37.32	38.42	39.51	40.61	41.39	41.39	41.39	41.39
9	B	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52	32.33
	O	37.58	38.79	40.01	41.22	41.39	41.39	41.39	41.39	41.39	41.39
10	B	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71	35.60
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	41.39	41.39	41.39	41.39	41.39	41.39	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

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/>

**SALARY TABLE 2019-DCB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 28.22%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA**  
**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	\$ 11.54	\$ 11.93	\$ 12.31	\$ 12.69	\$ 13.08	\$ 13.30	\$ 13.68	\$ 14.06	\$ 14.08	\$ 14.44
	O	17.31	17.90	18.47	19.04	19.62	19.95	20.52	21.09	21.12	21.66
2	B	12.98	13.29	13.71	14.08	14.24	14.66	15.08	15.49	15.91	16.33
	O	19.47	19.94	20.57	21.12	21.36	21.99	22.62	23.24	23.87	24.50
3	B	16.99	17.46	17.93	18.40	18.88	19.35	19.82	20.29	20.76	21.24
	O	25.49	26.19	26.90	27.60	28.32	29.03	29.73	30.44	31.14	31.86
4	B	19.07	19.60	20.13	20.66	21.19	21.72	22.25	22.78	23.31	23.84
	O	28.61	29.40	30.20	30.99	31.79	32.58	33.38	34.17	34.97	35.76
5	B	21.93	22.53	23.12	23.71	24.30	24.90	25.49	26.08	26.68	27.27
	O	32.90	33.80	34.68	35.57	36.45	37.35	38.24	39.12	40.02	40.91
6	B	23.12	23.78	24.45	25.11	25.77	26.43	27.09	27.75	28.41	29.07
	O	34.68	35.67	36.68	37.67	38.66	39.65	40.64	41.63	42.62	43.61
7	B	24.96	25.70	26.43	27.17	27.90	28.64	29.37	30.10	30.84	31.57
	O	37.44	38.55	39.65	40.76	41.85	42.96	44.06	45.15	45.99	45.99
8	B	26.02	26.84	27.65	28.46	29.28	30.09	30.90	31.72	32.53	33.34
	O	39.03	40.26	41.48	42.69	43.92	45.14	45.99	45.99	45.99	45.99
9	B	27.84	28.74	29.64	30.54	31.44	32.33	33.23	34.13	35.03	35.93
	O	41.76	43.11	44.46	45.81	45.99	45.99	45.99	45.99	45.99	45.99
10	B	30.66	31.65	32.64	33.63	34.62	35.61	36.60	37.59	38.57	39.56
	O	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99
11	B	32.60	33.69	34.77	35.86	36.95	38.03	39.12	40.21	41.29	42.38
	O	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99
12	B	39.07	40.38	41.68	42.98	44.28	45.59	46.89	48.19	49.49	50.80
	O	45.99	45.99	45.99	45.99	45.99	45.99	46.89	48.19	49.49	50.80
13	B	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.85	60.40
	O	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.85	60.40
14	B	54.91	56.74	58.57	60.40	62.23	64.06	65.89	67.72	69.55	71.38
	O	54.91	56.74	58.57	60.40	62.23	64.06	65.89	67.72	69.55	71.38
15	B	64.59	66.74	68.89	71.04	73.20	75.35	77.50	78.68	78.68	78.68
	O	64.59	66.74	68.89	71.04	73.20	75.35	77.50	78.68	78.68	78.68

\* 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/>

**SALARY TABLE 2019-RUS (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 15.37%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**  
**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	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	15.29	15.71	16.14	16.56	16.98	17.41	17.83	18.26	18.68	19.11
	O	22.94	23.57	24.21	24.84	25.47	26.12	26.75	27.39	28.02	28.67
4	B	17.16	17.64	18.11	18.59	19.07	19.54	20.02	20.50	20.97	21.45
	O	25.74	26.46	27.17	27.89	28.61	29.31	30.03	30.75	31.46	32.18
5	B	19.74	20.27	20.80	21.34	21.87	22.40	22.94	23.47	24.00	24.54
	O	29.61	30.41	31.20	32.01	32.81	33.60	34.41	35.21	36.00	36.81
6	B	20.81	21.40	22.00	22.59	23.18	23.78	24.37	24.97	25.56	26.16
	O	31.22	32.10	33.00	33.89	34.77	35.67	36.56	37.46	38.34	39.24
7	B	22.46	23.12	23.78	24.44	25.10	25.77	26.43	27.09	27.75	28.41
	O	33.69	34.68	35.67	36.66	37.65	38.66	39.65	40.64	41.39	41.39
8	B	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54	29.27	30.00
	O	35.12	36.23	37.32	38.42	39.51	40.61	41.39	41.39	41.39	41.39
9	B	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52	32.33
	O	37.58	38.79	40.01	41.22	41.39	41.39	41.39	41.39	41.39	41.39
10	B	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71	35.60
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39	41.39
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	41.39	41.39	41.39	41.39	41.39	41.39	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

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/>

**SALARY TABLE 2019-AK (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 28.02%**  
**STATE OF ALASKA**  
**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	\$ 11.52	\$ 11.91	\$ 12.29	\$ 12.67	\$ 13.06	\$ 13.28	\$ 13.66	\$ 14.04	\$ 14.06	\$ 14.42
	O	17.28	17.87	18.44	19.01	19.59	19.92	20.49	21.06	21.09	21.63
2	B	12.96	13.26	13.69	14.06	14.22	14.63	15.05	15.47	15.89	16.31
	O	19.44	19.89	20.54	21.09	21.33	21.95	22.58	23.21	23.84	24.47
3	B	16.96	17.43	17.91	18.38	18.85	19.32	19.79	20.26	20.73	21.20
	O	25.44	26.15	26.87	27.57	28.28	28.98	29.69	30.39	31.10	31.80
4	B	19.04	19.57	20.10	20.63	21.16	21.69	22.21	22.74	23.27	23.80
	O	28.56	29.36	30.15	30.95	31.74	32.54	33.32	34.11	34.91	35.70
5	B	21.90	22.49	23.08	23.67	24.27	24.86	25.45	26.04	26.63	27.23
	O	32.85	33.74	34.62	35.51	36.41	37.29	38.18	39.06	39.95	40.85
6	B	23.09	23.75	24.41	25.07	25.73	26.39	27.05	27.70	28.36	29.02
	O	34.64	35.63	36.62	37.61	38.60	39.59	40.58	41.55	42.54	43.53
7	B	24.93	25.66	26.39	27.12	27.86	28.59	29.32	30.06	30.79	31.52
	O	37.40	38.49	39.59	40.68	41.79	42.89	43.98	45.09	45.92	45.92
8	B	25.98	26.79	27.61	28.42	29.23	30.04	30.85	31.67	32.48	33.29
	O	38.97	40.19	41.42	42.63	43.85	45.06	45.92	45.92	45.92	45.92
9	B	27.80	28.70	29.59	30.49	31.39	32.28	33.18	34.08	34.97	35.87
	O	41.70	43.05	44.39	45.74	45.92	45.92	45.92	45.92	45.92	45.92
10	B	30.61	31.60	32.59	33.58	34.56	35.55	36.54	37.53	38.51	39.50
	O	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92
11	B	32.55	33.63	34.72	35.80	36.89	37.97	39.06	40.15	41.23	42.32
	O	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92
12	B	39.01	40.31	41.61	42.91	44.22	45.52	46.82	48.12	49.42	50.72
	O	45.92	45.92	45.92	45.92	45.92	45.92	46.82	48.12	49.42	50.72
13	B	46.39	47.94	49.48	51.03	52.58	54.12	55.67	57.22	58.76	60.31
	O	46.39	47.94	49.48	51.03	52.58	54.12	55.67	57.22	58.76	60.31
14	B	54.82	56.65	58.48	60.30	62.13	63.96	65.79	67.61	69.44	71.27
	O	54.82	56.65	58.48	60.30	62.13	63.96	65.79	67.61	69.44	71.27
15	B	64.48	66.63	68.78	70.93	73.08	75.23	77.38	78.68	78.68	78.68
	O	64.48	66.63	68.78	70.93	73.08	75.23	77.38	78.68	78.68	78.68

\* 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/>

**SALARY TABLE 2019-HI (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 18.43%**  
**STATE OF HAWAII**  
**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	\$ 10.66	\$ 11.02	\$ 11.37	\$ 11.72	\$ 12.08	\$ 12.29	\$ 12.64	\$ 12.99	\$ 13.00	\$ 13.34
	O	15.99	16.53	17.06	17.58	18.12	18.44	18.96	19.49	19.50	20.01
2	B	11.99	12.27	12.67	13.00	13.15	13.54	13.93	14.31	14.70	15.09
	O	17.99	18.41	19.01	19.50	19.73	20.31	20.90	21.47	22.05	22.64
3	B	15.69	16.13	16.56	17.00	17.44	17.87	18.31	18.74	19.18	19.61
	O	23.54	24.20	24.84	25.50	26.16	26.81	27.47	28.11	28.77	29.42
4	B	17.62	18.10	18.59	19.08	19.57	20.06	20.55	21.04	21.53	22.02
	O	26.43	27.15	27.89	28.62	29.36	30.09	30.83	31.56	32.30	33.03
5	B	20.26	20.81	21.35	21.90	22.45	23.00	23.54	24.09	24.64	25.19
	O	30.39	31.22	32.03	32.85	33.68	34.50	35.31	36.14	36.96	37.79
6	B	21.36	21.97	22.58	23.19	23.80	24.41	25.02	25.63	26.24	26.85
	O	32.04	32.96	33.87	34.79	35.70	36.62	37.53	38.45	39.36	40.28
7	B	23.06	23.74	24.41	25.09	25.77	26.45	27.13	27.81	28.48	29.16
	O	34.59	35.61	36.62	37.64	38.66	39.68	40.70	41.72	42.48	42.48
8	B	24.03	24.79	25.54	26.29	27.04	27.79	28.54	29.29	30.05	30.80
	O	36.05	37.19	38.31	39.44	40.56	41.69	42.48	42.48	42.48	42.48
9	B	25.72	26.55	27.38	28.21	29.04	29.87	30.69	31.52	32.35	33.18
	O	38.58	39.83	41.07	42.32	42.48	42.48	42.48	42.48	42.48	42.48
10	B	28.32	29.23	30.15	31.06	31.98	32.89	33.80	34.72	35.63	36.54
	O	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48
11	B	30.11	31.11	32.12	33.12	34.13	35.13	36.13	37.14	38.14	39.15
	O	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48
12	B	36.09	37.29	38.50	39.70	40.90	42.11	43.31	44.51	45.71	46.92
	O	42.48	42.48	42.48	42.48	42.48	42.48	43.31	44.51	45.71	46.92
13	B	42.92	44.35	45.78	47.21	48.64	50.07	51.50	52.93	54.36	55.79
	O	42.92	44.35	45.78	47.21	48.64	50.07	51.50	52.93	54.36	55.79
14	B	50.71	52.40	54.10	55.79	57.48	59.17	60.86	62.55	64.24	65.93
	O	50.71	52.40	54.10	55.79	57.48	59.17	60.86	62.55	64.24	65.93
15	B	59.65	61.64	63.63	65.62	67.61	69.60	71.58	73.57	75.56	77.55
	O	59.65	61.64	63.63	65.62	67.61	69.60	71.58	73.57	75.56	77.55

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/>