

SALARY TABLE 2019-GL (LEO)
SPECIAL BASE RATES FOR LAW ENFORCEMENT OFFICERS AT GRADES 3 TO 10
RATES FROZEN AT 2018 LEVELS
EFFECTIVE JANUARY 2019

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
3	\$ 27,653	\$ 28,421	\$ 29,189	\$ 29,957	\$ 30,725	\$ 31,493	\$ 32,261	\$ 33,029	\$ 33,797	\$ 34,565	\$ 768
4	31,043	31,905	32,767	33,629	34,491	35,353	36,215	37,077	37,939	38,801	862
5	35,700	36,665	37,630	38,595	39,560	40,525	41,490	42,455	43,420	44,385	965
6	37,639	38,714	39,789	40,864	41,939	43,014	44,089	45,164	46,239	47,314	1,075
7	40,634	41,829	43,024	44,219	45,414	46,609	47,804	48,999	50,194	51,389	1,195
8	42,355	43,679	45,003	46,327	47,651	48,975	50,299	51,623	52,947	54,271	1,324
9	45,319	46,781	48,243	49,705	51,167	52,629	54,091	55,553	57,015	58,477	1,462
10	49,907	51,517	53,127	54,737	56,347	57,957	59,567	61,177	62,787	64,397	1,610

NOTE: These special base rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F.)

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 18,785	\$ 19,414	\$ 20,039	\$ 20,660	\$ 21,285	\$ 21,650	\$ 22,267	\$ 22,891	\$ 22,915	\$ 23,502
2	21,121	21,624	22,323	22,915	23,175	23,857	24,539	25,221	25,903	26,585
3	27,653	28,421	29,189	29,957	30,725	31,493	32,261	33,029	33,797	34,565
4	31,043	31,905	32,767	33,629	34,491	35,353	36,215	37,077	37,939	38,801
5	35,700	36,665	37,630	38,595	39,560	40,525	41,490	42,455	43,420	44,385
6	37,639	38,714	39,789	40,864	41,939	43,014	44,089	45,164	46,239	47,314
7	40,634	41,829	43,024	44,219	45,414	46,609	47,804	48,999	50,194	51,389
8	42,355	43,679	45,003	46,327	47,651	48,975	50,299	51,623	52,947	54,271
9	45,319	46,781	48,243	49,705	51,167	52,629	54,091	55,553	57,015	58,477
10	49,907	51,517	53,127	54,737	56,347	57,957	59,567	61,177	62,787	64,397
11	53,062	54,831	56,600	58,369	60,138	61,907	63,676	65,445	67,214	68,983
12	63,600	65,720	67,840	69,960	72,080	74,200	76,320	78,440	80,560	82,680
13	75,628	78,149	80,670	83,191	85,712	88,233	90,754	93,275	95,796	98,317
14	89,370	92,349	95,328	98,307	101,286	104,265	107,244	110,223	113,202	116,181
15	105,123	108,627	112,131	115,635	119,139	122,643	126,147	129,651	133,155	136,659

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. The LEO annual rates at other grades match the rates for other (non-LEO) employees.

**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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,885	\$ 22,617	\$ 23,345	\$ 24,069	\$ 24,797	\$ 25,222	\$ 25,941	\$ 26,668	\$ 26,696	\$ 27,380
2	24,606	25,192	26,006	26,696	26,999	27,793	28,588	29,382	30,177	30,972
3	32,216	33,110	34,005	34,900	35,795	36,689	37,584	38,479	39,374	40,268
4	36,165	37,169	38,174	39,178	40,182	41,186	42,190	43,195	44,199	45,203
5	41,591	42,715	43,839	44,963	46,087	47,212	48,336	49,460	50,584	51,709
6	43,849	45,102	46,354	47,607	48,859	50,111	51,364	52,616	53,868	55,121
7	47,339	48,731	50,123	51,515	52,907	54,299	55,692	57,084	58,476	59,868
8	49,344	50,886	52,428	53,971	55,513	57,056	58,598	60,141	61,683	63,226
9	52,797	54,500	56,203	57,906	59,610	61,313	63,016	64,719	66,422	68,126
10	58,142	60,017	61,893	63,769	65,644	67,520	69,396	71,271	73,147	75,023
11	61,817	63,878	65,939	68,000	70,061	72,122	74,183	76,243	78,304	80,365
12	74,094	76,564	79,034	81,503	83,973	86,443	88,913	91,383	93,852	96,322
13	88,107	91,044	93,981	96,918	99,854	102,791	105,728	108,665	111,602	114,539
14	104,116	107,587	111,057	114,528	117,998	121,469	124,939	128,410	131,880	135,351
15	122,468	126,550	130,633	134,715	138,797	142,879	146,961	151,043	155,126	159,208

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,746	\$ 22,474	\$ 23,197	\$ 23,916	\$ 24,640	\$ 25,062	\$ 25,776	\$ 26,499	\$ 26,526	\$ 27,206
2	24,450	25,032	25,841	26,526	26,827	27,617	28,406	29,196	29,985	30,775
3	32,011	32,900	33,789	34,678	35,567	36,456	37,345	38,234	39,123	40,012
4	35,935	36,933	37,931	38,929	39,927	40,925	41,922	42,920	43,918	44,916
5	41,326	42,443	43,560	44,678	45,795	46,912	48,029	49,146	50,263	51,380
6	43,571	44,815	46,060	47,304	48,549	49,793	51,037	52,282	53,526	54,771
7	47,038	48,421	49,805	51,188	52,571	53,955	55,338	56,721	58,105	59,488
8	49,030	50,563	52,095	53,628	55,161	56,693	58,226	59,759	61,291	62,824
9	52,461	54,154	55,846	57,539	59,231	60,923	62,616	64,308	66,001	67,693
10	57,772	59,636	61,500	63,364	65,227	67,091	68,955	70,818	72,682	74,546
11	61,425	63,472	65,520	67,568	69,616	71,664	73,711	75,759	77,807	79,855
12	73,623	76,077	78,532	80,986	83,440	85,894	88,348	90,802	93,256	95,710
13	87,547	90,465	93,384	96,302	99,220	102,139	105,057	107,975	110,893	113,812
14	103,455	106,903	110,352	113,800	117,249	120,697	124,146	127,594	131,043	134,491
15	121,690	125,747	129,803	133,859	137,915	141,972	146,028	150,084	154,140	158,196

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,760	\$ 23,522	\$ 24,279	\$ 25,032	\$ 25,789	\$ 26,231	\$ 26,979	\$ 27,735	\$ 27,764	\$ 28,475
2	25,590	26,200	27,047	27,764	28,079	28,905	29,731	30,558	31,384	32,210
3	33,504	34,435	35,365	36,296	37,226	38,157	39,087	40,018	40,948	41,879
4	37,612	38,656	39,700	40,745	41,789	42,834	43,878	44,922	45,967	47,011
5	43,254	44,423	45,593	46,762	47,931	49,100	50,269	51,438	52,608	53,777
6	45,603	46,906	48,208	49,511	50,813	52,116	53,418	54,721	56,023	57,326
7	49,232	50,680	52,128	53,576	55,024	56,471	57,919	59,367	60,815	62,263
8	51,317	52,921	54,526	56,130	57,734	59,338	60,942	62,546	64,151	65,755
9	54,909	56,680	58,451	60,223	61,994	63,765	65,537	67,308	69,079	70,851
10	60,467	62,418	64,369	66,319	68,270	70,221	72,171	74,122	76,073	78,023
11	64,290	66,433	68,577	70,720	72,863	75,007	77,150	79,293	81,436	83,580
12	77,058	79,626	82,195	84,764	87,332	89,901	92,469	95,038	97,606	100,175
13	91,631	94,685	97,740	100,794	103,849	106,903	109,958	113,012	116,066	119,121
14	108,281	111,890	115,499	119,109	122,718	126,327	129,937	133,546	137,156	140,765
15	127,367	131,612	135,858	140,103	144,349	148,594	152,840	157,085	161,331	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,924	\$ 22,658	\$ 23,388	\$ 24,112	\$ 24,842	\$ 25,268	\$ 25,988	\$ 26,716	\$ 26,744	\$ 27,429
2	24,650	25,237	26,053	26,744	27,048	27,844	28,639	29,435	30,231	31,027
3	32,274	33,170	34,066	34,963	35,859	36,755	37,652	38,548	39,444	40,341
4	36,230	37,236	38,242	39,248	40,254	41,260	42,267	43,273	44,279	45,285
5	41,665	42,792	43,918	45,044	46,170	47,297	48,423	49,549	50,675	51,802
6	43,928	45,183	46,438	47,692	48,947	50,202	51,456	52,711	53,966	55,220
7	47,424	48,819	50,213	51,608	53,003	54,397	55,792	57,187	58,581	59,976
8	49,433	50,978	52,523	54,068	55,613	57,159	58,704	60,249	61,794	63,340
9	52,892	54,598	56,304	58,011	59,717	61,423	63,130	64,836	66,542	68,249
10	58,246	60,125	62,005	63,884	65,763	67,642	69,521	71,400	73,279	75,158
11	61,929	63,993	66,058	68,122	70,187	72,252	74,316	76,381	78,445	80,510
12	74,228	76,702	79,176	81,650	84,125	86,599	89,073	91,547	94,022	96,496
13	88,265	91,208	94,150	97,092	100,034	102,977	105,919	108,861	111,804	114,746
14	104,304	107,781	111,257	114,734	118,211	121,688	125,164	128,641	132,118	135,595
15	122,689	126,779	130,868	134,958	139,047	143,137	147,226	151,316	155,405	159,495

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	31,903	32,789	33,675	34,561	35,447	36,333	37,220	38,106	38,992	39,878
4	35,814	36,809	37,803	38,798	39,792	40,787	41,781	42,776	43,770	44,765
5	41,187	42,300	43,414	44,527	45,640	46,754	47,867	48,980	50,094	51,207
6	43,424	44,664	45,905	47,145	48,385	49,625	50,865	52,106	53,346	54,586
7	46,879	48,258	49,637	51,015	52,394	53,773	55,151	56,530	57,909	59,287
8	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557	61,085	62,612
9	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778	67,465
10	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437	74,295
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,947	\$ 24,749	\$ 25,546	\$ 26,337	\$ 27,134	\$ 27,599	\$ 28,386	\$ 29,181	\$ 29,212	\$ 29,960
2	26,925	27,566	28,457	29,212	29,543	30,413	31,282	32,152	33,021	33,891
3	35,252	36,231	37,210	38,189	39,168	40,147	41,126	42,105	43,084	44,063
4	39,574	40,672	41,771	42,870	43,969	45,068	46,167	47,266	48,365	49,464
5	45,510	46,741	47,971	49,201	50,431	51,661	52,891	54,122	55,352	56,582
6	47,982	49,353	50,723	52,093	53,464	54,834	56,205	57,575	58,945	60,316
7	51,800	53,324	54,847	56,370	57,894	59,417	60,941	62,464	63,987	65,511
8	53,994	55,682	57,370	59,058	60,745	62,433	64,121	65,809	67,497	69,185
9	57,773	59,636	61,500	63,364	65,228	67,091	68,955	70,819	72,683	74,546
10	63,621	65,674	67,726	69,779	71,831	73,884	75,936	77,988	80,041	82,093
11	67,643	69,899	72,154	74,409	76,664	78,919	81,174	83,429	85,684	87,940
12	81,077	83,780	86,482	89,185	91,888	94,590	97,293	99,995	102,698	105,400
13	96,411	99,624	102,838	106,052	109,266	112,479	115,693	118,907	122,121	125,335
14	113,929	117,727	121,524	125,322	129,119	132,917	136,715	140,512	144,310	148,108
15	134,011	138,478	142,945	147,411	151,878	156,345	160,812	164,200 *	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,388	\$ 23,138	\$ 23,882	\$ 24,623	\$ 25,367	\$ 25,802	\$ 26,538	\$ 27,281	\$ 27,310	\$ 28,010
2	25,172	25,771	26,605	27,310	27,620	28,433	29,246	30,058	30,871	31,684
3	32,957	33,872	34,787	35,703	36,618	37,533	38,449	39,364	40,279	41,195
4	36,997	38,024	39,052	40,079	41,106	42,134	43,161	44,188	45,216	46,243
5	42,547	43,697	44,847	45,998	47,148	48,298	49,448	50,598	51,748	52,898
6	44,858	46,139	47,421	48,702	49,983	51,264	52,545	53,826	55,108	56,389
7	48,428	49,852	51,276	52,700	54,124	55,549	56,973	58,397	59,821	61,245
8	50,479	52,057	53,635	55,213	56,790	58,368	59,946	61,524	63,102	64,680
9	54,011	55,754	57,496	59,238	60,981	62,723	64,466	66,208	67,950	69,693
10	59,479	61,398	63,317	65,236	67,154	69,073	70,992	72,911	74,830	76,748
11	63,239	65,348	67,456	69,564	71,672	73,781	75,889	77,997	80,106	82,214
12	75,798	78,325	80,852	83,378	85,905	88,432	90,958	93,485	96,011	98,538
13	90,133	93,138	96,143	99,147	102,152	105,156	108,161	111,165	114,170	117,174
14	106,511	110,062	113,612	117,162	120,713	124,263	127,813	131,364	134,914	138,465
15	125,286	129,462	133,638	137,814	141,990	146,166	150,342	154,518	158,694	162,870

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	31,903	32,789	33,675	34,561	35,447	36,333	37,220	38,106	38,992	39,878
4	35,814	36,809	37,803	38,798	39,792	40,787	41,781	42,776	43,770	44,765
5	41,187	42,300	43,414	44,527	45,640	46,754	47,867	48,980	50,094	51,207
6	43,424	44,664	45,905	47,145	48,385	49,625	50,865	52,106	53,346	54,586
7	46,879	48,258	49,637	51,015	52,394	53,773	55,151	56,530	57,909	59,287
8	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557	61,085	62,612
9	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778	67,465
10	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437	74,295
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,830	\$ 22,561	\$ 23,287	\$ 24,009	\$ 24,735	\$ 25,159	\$ 25,876	\$ 26,602	\$ 26,630	\$ 27,312
2	24,545	25,129	25,942	26,630	26,932	27,724	28,517	29,309	30,102	30,894
3	32,136	33,028	33,921	34,813	35,706	36,598	37,491	38,383	39,275	40,168
4	36,075	37,077	38,079	39,080	40,082	41,084	42,085	43,087	44,089	45,091
5	41,487	42,608	43,730	44,851	45,973	47,094	48,216	49,337	50,458	51,580
6	43,740	44,990	46,239	47,488	48,737	49,987	51,236	52,485	53,734	54,984
7	47,221	48,609	49,998	51,387	52,776	54,164	55,553	56,942	58,330	59,719
8	49,221	50,759	52,298	53,837	55,375	56,914	58,452	59,991	61,530	63,068
9	52,665	54,364	56,063	57,762	59,461	61,160	62,859	64,558	66,257	67,956
10	57,997	59,868	61,739	63,610	65,481	67,352	69,223	71,094	72,965	74,836
11	61,663	63,719	65,775	67,831	69,886	71,942	73,998	76,054	78,109	80,165
12	73,910	76,373	78,837	81,301	83,764	86,228	88,691	91,155	93,619	96,082
13	87,887	90,817	93,747	96,676	99,606	102,536	105,465	108,395	111,325	114,254
14	103,857	107,319	110,781	114,243	117,704	121,166	124,628	128,090	131,552	135,014
15	122,163	126,235	130,307	134,379	138,451	142,523	146,595	150,667	154,739	158,811

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,945	\$ 24,747	\$ 25,544	\$ 26,335	\$ 27,132	\$ 27,597	\$ 28,384	\$ 29,179	\$ 29,210	\$ 29,958
2	26,923	27,564	28,455	29,210	29,541	30,411	31,280	32,149	33,019	33,888
3	35,249	36,228	37,207	38,186	39,165	40,144	41,123	42,102	43,081	44,060
4	39,571	40,669	41,768	42,867	43,966	45,064	46,163	47,262	48,361	49,460
5	45,507	46,737	47,967	49,197	50,427	51,657	52,887	54,117	55,347	56,578
6	47,978	49,349	50,719	52,089	53,460	54,830	56,200	57,571	58,941	60,311
7	51,796	53,319	54,843	56,366	57,889	59,412	60,936	62,459	63,982	65,506
8	53,990	55,678	57,365	59,053	60,741	62,428	64,116	65,804	67,492	69,179
9	57,768	59,632	61,495	63,359	65,223	67,086	68,950	70,813	72,677	74,541
10	63,616	65,669	67,721	69,773	71,826	73,878	75,930	77,982	80,035	82,087
11	67,638	69,893	72,148	74,403	76,658	78,913	81,168	83,423	85,678	87,933
12	81,071	83,773	86,476	89,178	91,880	94,583	97,285	99,987	102,690	105,392
13	96,403	99,617	102,830	106,044	109,257	112,471	115,684	118,898	122,111	125,325
14	113,920	117,717	121,515	125,312	129,109	132,907	136,704	140,501	144,299	148,096
15	134,000	138,467	142,933	147,400	151,866	156,333	160,800	164,200 *	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,518	\$ 23,272	\$ 24,021	\$ 24,765	\$ 25,514	\$ 25,952	\$ 26,691	\$ 27,439	\$ 27,468	\$ 28,172
2	25,318	25,921	26,759	27,468	27,780	28,597	29,415	30,232	31,050	31,867
3	33,148	34,068	34,989	35,909	36,830	37,751	38,671	39,592	40,512	41,433
4	37,211	38,245	39,278	40,311	41,344	42,378	43,411	44,444	45,477	46,511
5	42,794	43,950	45,107	46,264	47,421	48,577	49,734	50,891	52,048	53,204
6	45,118	46,406	47,695	48,984	50,272	51,561	52,849	54,138	55,427	56,715
7	48,708	50,140	51,573	53,005	54,438	55,870	57,303	58,735	60,168	61,600
8	50,771	52,358	53,945	55,532	57,119	58,706	60,293	61,880	63,468	65,055
9	54,324	56,076	57,829	59,581	61,334	63,086	64,839	66,591	68,344	70,096
10	59,824	61,753	63,683	65,613	67,543	69,473	71,403	73,333	75,263	77,193
11	63,605	65,726	67,846	69,967	72,087	74,208	76,328	78,449	80,569	82,690
12	76,237	78,779	81,320	83,861	86,402	88,944	91,485	94,026	96,567	99,109
13	90,655	93,677	96,699	99,721	102,743	105,765	108,787	111,809	114,831	117,853
14	107,128	110,699	114,270	117,841	121,412	124,982	128,553	132,124	135,695	139,266
15	126,011	130,211	134,411	138,612	142,812	147,012	151,212	155,413	159,613	163,813

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,557	\$ 23,312	\$ 24,063	\$ 24,809	\$ 25,559	\$ 25,997	\$ 26,738	\$ 27,488	\$ 27,516	\$ 28,221
2	25,362	25,966	26,805	27,516	27,829	28,647	29,466	30,285	31,104	31,923
3	33,206	34,128	35,050	35,972	36,895	37,817	38,739	39,661	40,583	41,506
4	37,276	38,312	39,347	40,382	41,417	42,452	43,487	44,522	45,557	46,592
5	42,869	44,027	45,186	46,345	47,504	48,662	49,821	50,980	52,139	53,298
6	45,197	46,488	47,779	49,069	50,360	51,651	52,942	54,233	55,524	56,815
7	48,793	50,228	51,663	53,098	54,533	55,968	57,403	58,838	60,273	61,708
8	50,860	52,450	54,040	55,629	57,219	58,809	60,399	61,989	63,579	65,169
9	54,419	56,175	57,930	59,686	61,441	63,197	64,952	66,708	68,464	70,219
10	59,928	61,862	63,795	65,728	67,661	69,595	71,528	73,461	75,395	77,328
11	63,717	65,841	67,965	70,089	72,214	74,338	76,462	78,586	80,711	82,835
12	76,371	78,917	81,462	84,008	86,554	89,099	91,645	94,191	96,736	99,282
13	90,814	93,841	96,869	99,896	102,923	105,950	108,977	112,005	115,032	118,059
14	107,315	110,893	114,470	118,047	121,624	125,201	128,779	132,356	135,933	139,510
15	126,232	130,439	134,647	138,855	143,062	147,270	151,477	155,685	159,893	164,100

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,901	\$ 22,635	\$ 23,363	\$ 24,087	\$ 24,816	\$ 25,242	\$ 25,961	\$ 26,689	\$ 26,717	\$ 27,401
2	24,625	25,211	26,026	26,717	27,020	27,815	28,610	29,405	30,200	30,995
3	32,241	33,136	34,031	34,927	35,822	36,718	37,613	38,509	39,404	40,299
4	36,193	37,198	38,203	39,208	40,213	41,218	42,223	43,228	44,233	45,238
5	41,623	42,748	43,873	44,998	46,123	47,248	48,373	49,498	50,623	51,748
6	43,883	45,137	46,390	47,643	48,897	50,150	51,403	52,657	53,910	55,163
7	47,375	48,768	50,162	51,555	52,948	54,341	55,735	57,128	58,521	59,914
8	49,382	50,925	52,469	54,013	55,556	57,100	58,644	60,187	61,731	63,275
9	52,837	54,542	56,247	57,951	59,656	61,360	63,065	64,769	66,474	68,178
10	58,187	60,064	61,941	63,818	65,695	67,572	69,449	71,326	73,203	75,080
11	61,865	63,927	65,990	68,052	70,115	72,177	74,240	76,302	78,365	80,427
12	74,151	76,623	79,095	81,566	84,038	86,510	88,981	91,453	93,925	96,397
13	88,175	91,114	94,053	96,992	99,932	102,871	105,810	108,749	111,689	114,628
14	104,196	107,670	111,143	114,616	118,089	121,563	125,036	128,509	131,982	135,455
15	122,563	126,648	130,734	134,819	138,904	142,989	147,075	151,160	155,245	159,331

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,349	\$ 23,097	\$ 23,840	\$ 24,579	\$ 25,323	\$ 25,757	\$ 26,491	\$ 27,233	\$ 27,262	\$ 27,960
2	25,128	25,726	26,558	27,262	27,571	28,383	29,194	30,005	30,817	31,628
3	32,899	33,812	34,726	35,640	36,554	37,467	38,381	39,295	40,208	41,122
4	36,932	37,957	38,983	40,008	41,034	42,059	43,085	44,111	45,136	46,162
5	42,472	43,620	44,768	45,916	47,065	48,213	49,361	50,509	51,657	52,805
6	44,779	46,058	47,337	48,616	49,895	51,174	52,453	53,732	55,011	56,289
7	48,342	49,764	51,186	52,607	54,029	55,451	56,872	58,294	59,716	61,137
8	50,390	51,965	53,540	55,115	56,690	58,266	59,841	61,416	62,991	64,566
9	53,916	55,655	57,395	59,134	60,873	62,613	64,352	66,091	67,831	69,570
10	59,374	61,290	63,205	65,121	67,036	68,951	70,867	72,782	74,698	76,613
11	63,128	65,232	67,337	69,442	71,546	73,651	75,755	77,860	79,964	82,069
12	75,665	78,187	80,709	83,231	85,754	88,276	90,798	93,320	95,842	98,364
13	89,975	92,974	95,973	98,972	101,972	104,971	107,970	110,969	113,969	116,968
14	106,323	109,868	113,412	116,956	120,500	124,044	127,588	131,132	134,676	138,221
15	125,065	129,234	133,402	137,571	141,740	145,908	150,077	154,246	158,415	162,583

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	31,903	32,789	33,675	34,561	35,447	36,333	37,220	38,106	38,992	39,878
4	35,814	36,809	37,803	38,798	39,792	40,787	41,781	42,776	43,770	44,765
5	41,187	42,300	43,414	44,527	45,640	46,754	47,867	48,980	50,094	51,207
6	43,424	44,664	45,905	47,145	48,385	49,625	50,865	52,106	53,346	54,586
7	46,879	48,258	49,637	51,015	52,394	53,773	55,151	56,530	57,909	59,287
8	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557	61,085	62,612
9	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778	67,465
10	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437	74,295
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,181	\$ 23,957	\$ 24,728	\$ 25,494	\$ 26,266	\$ 26,716	\$ 27,477	\$ 28,247	\$ 28,277	\$ 29,001
2	26,063	26,684	27,547	28,277	28,598	29,440	30,281	31,123	31,964	32,806
3	34,124	35,072	36,019	36,967	37,915	38,862	39,810	40,758	41,705	42,653
4	38,307	39,371	40,434	41,498	42,562	43,626	44,689	45,753	46,817	47,880
5	44,054	45,245	46,435	47,626	48,817	50,008	51,199	52,389	53,580	54,771
6	46,447	47,773	49,100	50,426	51,753	53,079	54,406	55,732	57,059	58,385
7	50,142	51,617	53,092	54,566	56,041	57,516	58,990	60,465	61,939	63,414
8	52,266	53,900	55,534	57,168	58,801	60,435	62,069	63,703	65,337	66,970
9	55,924	57,728	59,532	61,336	63,140	64,944	66,748	68,552	70,357	72,161
10	61,585	63,572	65,559	67,545	69,532	71,519	73,506	75,492	77,479	79,466
11	65,479	67,661	69,844	72,027	74,210	76,393	78,576	80,759	82,942	85,125
12	78,482	81,098	83,715	86,331	88,947	91,563	94,179	96,795	99,411	102,027
13	93,325	96,436	99,547	102,658	105,769	108,880	111,990	115,101	118,212	121,323
14	110,283	113,959	117,635	121,311	124,987	128,663	132,339	136,015	139,691	143,367
15	129,722	134,046	138,370	142,694	147,018	151,341	155,665	159,989	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,806	\$ 22,536	\$ 23,261	\$ 23,982	\$ 24,708	\$ 25,131	\$ 25,848	\$ 26,572	\$ 26,600	\$ 27,281
2	24,517	25,101	25,913	26,600	26,902	27,693	28,485	29,277	30,068	30,860
3	32,100	32,991	33,883	34,774	35,666	36,557	37,449	38,340	39,232	40,123
4	36,035	37,035	38,036	39,037	40,037	41,038	42,038	43,039	44,040	45,040
5	41,441	42,561	43,681	44,801	45,921	47,041	48,162	49,282	50,402	51,522
6	43,691	44,939	46,187	47,435	48,683	49,931	51,179	52,426	53,674	54,922
7	47,168	48,555	49,942	51,329	52,717	54,104	55,491	56,878	58,265	59,652
8	49,166	50,703	52,239	53,776	55,313	56,850	58,387	59,924	61,461	62,998
9	52,606	54,303	56,000	57,698	59,395	61,092	62,789	64,486	66,183	67,880
10	57,932	59,801	61,670	63,539	65,408	67,276	69,145	71,014	72,883	74,752
11	61,594	63,648	65,701	67,755	69,808	71,862	73,915	75,969	78,022	80,075
12	73,827	76,288	78,749	81,210	83,670	86,131	88,592	91,053	93,514	95,975
13	87,789	90,715	93,642	96,568	99,494	102,421	105,347	108,274	111,200	114,126
14	103,741	107,199	110,657	114,115	117,573	121,031	124,489	127,947	131,405	134,863
15	122,027	126,094	130,162	134,229	138,297	142,364	146,431	150,499	154,566	158,634

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,187	\$ 22,930	\$ 23,668	\$ 24,402	\$ 25,140	\$ 25,571	\$ 26,300	\$ 27,037	\$ 27,065	\$ 27,758
2	24,946	25,540	26,366	27,065	27,372	28,178	28,983	29,789	30,594	31,400
3	32,661	33,568	34,475	35,382	36,289	37,196	38,103	39,011	39,918	40,825
4	36,665	37,683	38,701	39,719	40,737	41,755	42,774	43,792	44,810	45,828
5	42,165	43,305	44,445	45,585	46,724	47,864	49,004	50,144	51,283	52,423
6	44,455	45,725	46,995	48,264	49,534	50,804	52,074	53,343	54,613	55,883
7	47,993	49,404	50,816	52,227	53,638	55,050	56,461	57,873	59,284	60,696
8	50,025	51,589	53,153	54,717	56,281	57,844	59,408	60,972	62,536	64,099
9	53,526	55,253	56,980	58,707	60,433	62,160	63,887	65,614	67,340	69,067
10	58,945	60,847	62,748	64,650	66,551	68,453	70,355	72,256	74,158	76,059
11	62,672	64,761	66,850	68,940	71,029	73,118	75,208	77,297	79,386	81,476
12	75,118	77,622	80,126	82,630	85,134	87,638	90,142	92,645	95,149	97,653
13	89,324	92,302	95,279	98,257	101,234	104,212	107,190	110,167	113,145	116,122
14	105,555	109,073	112,592	116,110	119,629	123,147	126,666	130,184	133,703	137,221
15	124,161	128,299	132,438	136,576	140,715	144,854	148,992	153,131	157,269	161,408

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,570	\$ 24,359	\$ 25,143	\$ 25,922	\$ 26,706	\$ 27,164	\$ 27,938	\$ 28,721	\$ 28,751	\$ 29,488
2	26,501	27,132	28,009	28,751	29,078	29,933	30,789	31,645	32,500	33,356
3	34,696	35,660	36,623	37,587	38,551	39,514	40,478	41,441	42,405	43,369
4	38,950	40,031	41,113	42,194	43,276	44,357	45,439	46,521	47,602	48,684
5	44,793	46,004	47,214	48,425	49,636	50,847	52,058	53,268	54,479	55,690
6	47,226	48,574	49,923	51,272	52,621	53,970	55,318	56,667	58,016	59,365
7	50,983	52,483	53,982	55,482	56,981	58,480	59,980	61,479	62,978	64,478
8	53,143	54,804	56,465	58,126	59,788	61,449	63,110	64,771	66,433	68,094
9	56,862	58,696	60,530	62,365	64,199	66,034	67,868	69,702	71,537	73,371
10	62,618	64,638	66,658	68,679	70,699	72,719	74,739	76,759	78,779	80,799
11	66,577	68,796	71,016	73,236	75,455	77,675	79,894	82,114	84,333	86,553
12	79,799	82,459	85,119	87,779	90,439	93,099	95,759	98,419	101,079	103,739
13	94,890	98,054	101,217	104,380	107,543	110,706	113,869	117,032	120,195	123,358
14	112,133	115,870	119,608	123,346	127,084	130,821	134,559	138,297	142,035	145,772
15	131,898	136,294	140,691	145,087	149,484	153,880	158,277	162,673	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,716	\$ 24,510	\$ 25,299	\$ 26,083	\$ 26,872	\$ 27,333	\$ 28,112	\$ 28,900	\$ 28,930	\$ 29,671
2	26,665	27,300	28,183	28,930	29,258	30,119	30,980	31,842	32,703	33,564
3	34,912	35,882	36,851	37,821	38,790	39,760	40,730	41,699	42,669	43,638
4	39,192	40,280	41,368	42,457	43,545	44,633	45,721	46,810	47,898	48,986
5	45,071	46,290	47,508	48,726	49,945	51,163	52,381	53,599	54,818	56,036
6	47,519	48,876	50,234	51,591	52,948	54,305	55,662	57,020	58,377	59,734
7	51,300	52,809	54,318	55,826	57,335	58,844	60,353	61,861	63,370	64,879
8	53,473	55,145	56,816	58,488	60,159	61,831	63,502	65,174	66,846	68,517
9	57,215	59,061	60,907	62,753	64,598	66,444	68,290	70,136	71,981	73,827
10	63,008	65,040	67,073	69,105	71,138	73,171	75,203	77,236	79,269	81,301
11	66,991	69,224	71,458	73,691	75,924	78,158	80,391	82,624	84,858	87,091
12	80,295	82,972	85,648	88,325	91,001	93,678	96,354	99,031	101,707	104,384
13	95,480	98,663	101,846	105,029	108,211	111,394	114,577	117,760	120,942	124,125
14	112,830	116,591	120,352	124,113	127,874	131,635	135,396	139,157	142,918	146,679
15	132,718	137,142	141,565	145,989	150,413	154,837	159,261	163,684	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,819	\$ 22,549	\$ 23,275	\$ 23,997	\$ 24,723	\$ 25,146	\$ 25,863	\$ 26,588	\$ 26,616	\$ 27,298
2	24,532	25,116	25,928	26,616	26,918	27,710	28,502	29,294	30,086	30,878
3	32,119	33,011	33,903	34,795	35,687	36,579	37,471	38,363	39,255	40,147
4	36,056	37,058	38,059	39,060	40,061	41,063	42,064	43,065	44,066	45,067
5	41,466	42,586	43,707	44,828	45,949	47,070	48,191	49,311	50,432	51,553
6	43,718	44,966	46,215	47,464	48,712	49,961	51,209	52,458	53,707	54,955
7	47,196	48,584	49,972	51,360	52,748	54,136	55,524	56,912	58,300	59,688
8	49,195	50,733	52,271	53,809	55,347	56,884	58,422	59,960	61,498	63,036
9	52,638	54,336	56,034	57,732	59,430	61,129	62,827	64,525	66,223	67,921
10	57,967	59,837	61,707	63,577	65,447	67,317	69,187	71,057	72,927	74,797
11	61,632	63,686	65,741	67,796	69,850	71,905	73,960	76,014	78,069	80,124
12	73,871	76,334	78,796	81,259	83,721	86,183	88,646	91,108	93,570	96,033
13	87,842	90,770	93,698	96,626	99,554	102,483	105,411	108,339	111,267	114,195
14	103,803	107,263	110,723	114,184	117,644	121,104	124,564	128,024	131,484	134,944
15	122,100	126,170	130,240	134,310	138,380	142,450	146,520	150,590	154,660	158,729

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,084	\$ 24,891	\$ 25,692	\$ 26,488	\$ 27,289	\$ 27,757	\$ 28,549	\$ 29,349	\$ 29,379	\$ 30,132
2	27,079	27,724	28,620	29,379	29,713	30,587	31,461	32,336	33,210	34,085
3	35,454	36,439	37,423	38,408	39,393	40,377	41,362	42,346	43,331	44,316
4	39,800	40,905	42,011	43,116	44,221	45,326	46,431	47,536	48,642	49,747
5	45,771	47,008	48,245	49,483	50,720	51,957	53,194	54,432	55,669	56,906
6	48,257	49,635	51,013	52,392	53,770	55,148	56,527	57,905	59,283	60,661
7	52,097	53,629	55,161	56,693	58,225	59,757	61,290	62,822	64,354	65,886
8	54,303	56,001	57,698	59,396	61,093	62,791	64,488	66,186	67,883	69,581
9	58,103	59,978	61,852	63,727	65,601	67,476	69,350	71,225	73,099	74,973
10	63,986	66,050	68,114	70,178	72,242	74,307	76,371	78,435	80,499	82,563
11	68,031	70,299	72,567	74,835	77,103	79,371	81,639	83,907	86,175	88,443
12	81,542	84,260	86,978	89,696	92,414	95,132	97,850	100,568	103,286	106,004
13	96,963	100,195	103,427	106,659	109,891	113,124	116,356	119,588	122,820	126,052
14	114,581	118,401	122,220	126,039	129,859	133,678	137,498	141,317	145,136	148,956
15	134,778	139,271	143,763	148,256	152,748	157,241	161,733	164,200 *	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,747	\$ 25,576	\$ 26,399	\$ 27,217	\$ 28,041	\$ 28,522	\$ 29,335	\$ 30,157	\$ 30,188	\$ 30,962
2	27,825	28,487	29,408	30,188	30,531	31,429	32,328	33,226	34,125	35,023
3	36,430	37,442	38,454	39,465	40,477	41,489	42,501	43,512	44,524	45,536
4	40,896	42,032	43,167	44,303	45,438	46,574	47,710	48,845	49,981	51,116
5	47,031	48,302	49,574	50,845	52,116	53,388	54,659	55,930	57,202	58,473
6	49,586	51,002	52,418	53,834	55,250	56,667	58,083	59,499	60,915	62,331
7	53,531	55,106	56,680	58,254	59,828	61,403	62,977	64,551	66,126	67,700
8	55,798	57,543	59,287	61,031	62,775	64,520	66,264	68,008	69,752	71,497
9	59,703	61,629	63,555	65,481	67,407	69,333	71,259	73,186	75,112	77,038
10	65,747	67,868	69,990	72,111	74,232	76,353	78,474	80,595	82,716	84,837
11	69,904	72,234	74,565	76,895	79,226	81,556	83,887	86,217	88,548	90,878
12	83,787	86,580	89,372	92,165	94,958	97,751	100,544	103,337	106,130	108,923
13	99,632	102,953	106,275	109,596	112,917	116,238	119,559	122,880	126,202	129,523
14	117,736	121,661	125,585	129,510	133,434	137,359	141,283	145,208	149,132	153,057
15	138,489	143,105	147,721	152,338	156,954	161,570	164,200 *	164,200 *	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,258	\$ 23,004	\$ 23,744	\$ 24,480	\$ 25,221	\$ 25,653	\$ 26,384	\$ 27,124	\$ 27,152	\$ 27,848
2	25,026	25,622	26,451	27,152	27,460	28,268	29,076	29,884	30,692	31,501
3	32,766	33,676	34,586	35,496	36,406	37,316	38,226	39,136	40,046	40,956
4	36,783	37,804	38,826	39,847	40,868	41,890	42,911	43,933	44,954	45,975
5	42,301	43,444	44,588	45,731	46,875	48,018	49,162	50,305	51,448	52,592
6	44,598	45,872	47,146	48,420	49,694	50,967	52,241	53,515	54,789	56,062
7	48,147	49,563	50,979	52,395	53,811	55,227	56,643	58,059	59,475	60,891
8	50,186	51,755	53,324	54,893	56,462	58,030	59,599	61,168	62,737	64,306
9	53,698	55,431	57,163	58,895	60,628	62,360	64,092	65,825	67,557	69,289
10	59,135	61,042	62,950	64,858	66,766	68,673	70,581	72,489	74,396	76,304
11	62,873	64,969	67,065	69,161	71,258	73,354	75,450	77,546	79,642	81,738
12	75,360	77,872	80,384	82,896	85,408	87,920	90,432	92,944	95,456	97,968
13	89,612	92,599	95,586	98,573	101,560	104,547	107,534	110,522	113,509	116,496
14	105,895	109,424	112,954	116,484	120,014	123,544	127,073	130,603	134,133	137,663
15	124,560	128,712	132,864	137,016	141,168	145,320	149,472	153,623	157,775	161,927

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,834	\$ 22,565	\$ 23,291	\$ 24,013	\$ 24,740	\$ 25,164	\$ 25,881	\$ 26,606	\$ 26,634	\$ 27,316
2	24,549	25,134	25,946	26,634	26,936	27,729	28,522	29,314	30,107	30,900
3	32,141	33,034	33,926	34,819	35,712	36,604	37,497	38,390	39,282	40,175
4	36,081	37,083	38,085	39,087	40,089	41,091	42,093	43,095	44,096	45,098
5	41,494	42,616	43,737	44,859	45,981	47,102	48,224	49,345	50,467	51,589
6	43,748	44,997	46,247	47,496	48,746	49,995	51,245	52,494	53,744	54,993
7	47,229	48,618	50,007	51,396	52,785	54,174	55,563	56,952	58,340	59,729
8	49,229	50,768	52,307	53,846	55,385	56,924	58,463	60,001	61,540	63,079
9	52,674	54,374	56,073	57,772	59,471	61,171	62,870	64,569	66,269	67,968
10	58,007	59,878	61,750	63,621	65,492	67,363	69,235	71,106	72,977	74,849
11	61,674	63,730	65,786	67,842	69,898	71,955	74,011	76,067	78,123	80,179
12	73,922	76,386	78,850	81,315	83,779	86,243	88,707	91,171	93,635	96,099
13	87,902	90,833	93,763	96,693	99,623	102,553	105,483	108,414	111,344	114,274
14	103,875	107,337	110,800	114,262	117,725	121,187	124,650	128,112	131,575	135,037
15	122,184	126,257	130,330	134,403	138,475	142,548	146,621	150,693	154,766	158,839

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,809	\$ 22,540	\$ 23,265	\$ 23,986	\$ 24,712	\$ 25,136	\$ 25,852	\$ 26,576	\$ 26,604	\$ 27,286
2	24,521	25,105	25,917	26,604	26,906	27,698	28,490	29,282	30,073	30,865
3	32,105	32,997	33,888	34,780	35,672	36,563	37,455	38,347	39,238	40,130
4	36,041	37,042	38,042	39,043	40,044	41,045	42,046	43,046	44,047	45,048
5	41,448	42,568	43,688	44,809	45,929	47,050	48,170	49,290	50,411	51,531
6	43,699	44,947	46,195	47,443	48,691	49,939	51,187	52,435	53,683	54,932
7	47,176	48,563	49,951	51,338	52,726	54,113	55,500	56,888	58,275	59,663
8	49,174	50,711	52,248	53,786	55,323	56,860	58,397	59,934	61,471	63,009
9	52,615	54,313	56,010	57,708	59,405	61,102	62,800	64,497	66,194	67,892
10	57,942	59,811	61,680	63,550	65,419	67,288	69,157	71,026	72,896	74,765
11	61,605	63,659	65,713	67,766	69,820	71,874	73,928	75,982	78,035	80,089
12	73,840	76,301	78,762	81,224	83,685	86,146	88,608	91,069	93,530	95,991
13	87,804	90,731	93,658	96,585	99,512	102,439	105,365	108,292	111,219	114,146
14	103,759	107,217	110,676	114,134	117,593	121,052	124,510	127,969	131,428	134,886
15	122,048	126,116	130,184	134,252	138,320	142,389	146,457	150,525	154,593	158,661

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,054	\$ 22,792	\$ 23,526	\$ 24,255	\$ 24,989	\$ 25,417	\$ 26,141	\$ 26,874	\$ 26,902	\$ 27,591
2	24,796	25,387	26,207	26,902	27,207	28,008	28,809	29,609	30,410	31,211
3	32,465	33,366	34,268	35,170	36,071	36,973	37,874	38,776	39,678	40,579
4	36,444	37,456	38,468	39,480	40,492	41,504	42,516	43,528	44,540	45,552
5	41,912	43,045	44,178	45,311	46,443	47,576	48,709	49,842	50,975	52,108
6	44,188	45,450	46,712	47,974	49,236	50,498	51,760	53,023	54,285	55,547
7	47,704	49,107	50,510	51,913	53,316	54,719	56,122	57,525	58,928	60,331
8	49,725	51,279	52,834	54,388	55,942	57,497	59,051	60,605	62,160	63,714
9	53,205	54,921	56,637	58,354	60,070	61,786	63,503	65,219	66,936	68,652
10	58,591	60,481	62,371	64,261	66,151	68,042	69,932	71,822	73,712	75,602
11	62,295	64,372	66,448	68,525	70,602	72,679	74,756	76,832	78,909	80,986
12	74,666	77,155	79,644	82,133	84,622	87,111	89,600	92,089	94,577	97,066
13	88,787	91,747	94,707	97,666	100,626	103,586	106,545	109,505	112,465	115,424
14	104,920	108,418	111,915	115,412	118,910	122,407	125,904	129,402	132,899	136,396
15	123,414	127,528	131,642	135,755	139,869	143,983	148,097	152,210	156,324	160,438

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,883	\$ 22,615	\$ 23,343	\$ 24,067	\$ 24,795	\$ 25,220	\$ 25,939	\$ 26,666	\$ 26,694	\$ 27,377
2	24,604	25,190	26,004	26,694	26,997	27,791	28,585	29,380	30,174	30,969
3	32,213	33,108	34,002	34,897	35,792	36,686	37,581	38,475	39,370	40,265
4	36,162	37,166	38,170	39,174	40,179	41,183	42,187	43,191	44,195	45,199
5	41,587	42,711	43,835	44,959	46,083	47,208	48,332	49,456	50,580	51,704
6	43,846	45,098	46,350	47,602	48,855	50,107	51,359	52,612	53,864	55,116
7	47,335	48,727	50,119	51,511	52,903	54,295	55,687	57,079	58,471	59,863
8	49,339	50,882	52,424	53,966	55,509	57,051	58,593	60,136	61,678	63,220
9	52,792	54,495	56,198	57,901	59,604	61,308	63,011	64,714	66,417	68,120
10	58,137	60,012	61,888	63,763	65,639	67,514	69,390	71,265	73,141	75,016
11	61,812	63,873	65,933	67,994	70,055	72,115	74,176	76,237	78,298	80,358
12	74,088	76,557	79,027	81,496	83,966	86,436	88,905	91,375	93,844	96,314
13	88,099	91,036	93,972	96,909	99,846	102,783	105,719	108,656	111,593	114,529
14	104,107	107,577	111,048	114,518	117,988	121,458	124,929	128,399	131,869	135,339
15	122,458	126,540	130,621	134,703	138,785	142,867	146,949	151,030	155,112	159,194

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,528	\$ 25,349	\$ 26,165	\$ 26,976	\$ 27,792	\$ 28,268	\$ 29,074	\$ 29,889	\$ 29,920	\$ 30,687
2	27,578	28,234	29,147	29,920	30,260	31,150	32,041	32,931	33,822	34,712
3	36,107	37,109	38,112	39,115	40,118	41,120	42,123	43,126	44,129	45,132
4	40,533	41,658	42,784	43,909	45,035	46,160	47,286	48,411	49,537	50,662
5	46,613	47,873	49,133	50,393	51,653	52,913	54,173	55,433	56,693	57,953
6	49,145	50,549	51,952	53,356	54,760	56,163	57,567	58,971	60,374	61,778
7	53,056	54,616	56,176	57,737	59,297	60,857	62,418	63,978	65,538	67,099
8	55,303	57,032	58,760	60,489	62,218	63,947	65,675	67,404	69,133	70,862
9	59,173	61,082	62,991	64,900	66,809	68,718	70,627	72,536	74,444	76,353
10	65,164	67,266	69,368	71,470	73,572	75,674	77,777	79,879	81,981	84,083
11	69,283	71,593	73,903	76,212	78,522	80,832	83,142	85,452	87,761	90,071
12	83,043	85,811	88,579	91,347	94,115	96,883	99,651	102,419	105,187	107,955
13	98,747	102,039	105,331	108,622	111,914	115,206	118,497	121,789	125,081	128,373
14	116,690	120,580	124,470	128,359	132,249	136,139	140,028	143,918	147,808	151,698
15	137,259	141,834	146,409	150,985	155,560	160,135	164,200 *	164,200 *	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,038	\$ 23,809	\$ 24,576	\$ 25,337	\$ 26,104	\$ 26,552	\$ 27,308	\$ 28,074	\$ 28,103	\$ 28,823
2	25,903	26,520	27,377	28,103	28,422	29,258	30,095	30,931	31,767	32,604
3	33,914	34,856	35,797	36,739	37,681	38,623	39,565	40,507	41,449	42,391
4	38,071	39,128	40,185	41,243	42,300	43,357	44,414	45,471	46,528	47,586
5	43,782	44,966	46,149	47,333	48,516	49,700	50,883	52,067	53,250	54,434
6	46,160	47,479	48,797	50,116	51,434	52,752	54,071	55,389	56,708	58,026
7	49,834	51,299	52,765	54,230	55,696	57,161	58,627	60,092	61,558	63,023
8	51,944	53,568	55,192	56,815	58,439	60,063	61,687	63,310	64,934	66,558
9	55,579	57,372	59,165	60,958	62,751	64,544	66,337	68,130	69,923	71,716
10	61,206	63,180	65,155	67,129	69,104	71,078	73,053	75,027	77,002	78,976
11	65,075	67,245	69,414	71,584	73,753	75,923	78,092	80,262	82,431	84,601
12	77,999	80,599	83,199	85,799	88,399	90,999	93,599	96,199	98,799	101,399
13	92,750	95,842	98,934	102,025	105,117	108,209	111,301	114,392	117,484	120,576
14	109,603	113,257	116,910	120,564	124,217	127,871	131,524	135,177	138,831	142,484
15	128,923	133,220	137,517	141,815	146,112	150,409	154,707	159,004	163,301	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,568	\$ 23,324	\$ 24,075	\$ 24,821	\$ 25,572	\$ 26,010	\$ 26,752	\$ 27,501	\$ 27,530	\$ 28,235
2	25,375	25,979	26,819	27,530	27,842	28,662	29,481	30,301	31,120	31,939
3	33,222	34,145	35,068	35,990	36,913	37,836	38,758	39,681	40,604	41,526
4	37,295	38,331	39,366	40,402	41,437	42,473	43,509	44,544	45,580	46,616
5	42,890	44,049	45,209	46,368	47,527	48,687	49,846	51,005	52,165	53,324
6	45,219	46,511	47,803	49,094	50,386	51,677	52,969	54,260	55,552	56,843
7	48,818	50,253	51,689	53,125	54,560	55,996	57,432	58,867	60,303	61,739
8	50,885	52,476	54,067	55,657	57,248	58,839	60,429	62,020	63,611	65,201
9	54,446	56,203	57,959	59,716	61,472	63,228	64,985	66,741	68,498	70,254
10	59,958	61,893	63,827	65,761	67,695	69,630	71,564	73,498	75,432	77,367
11	63,749	65,874	67,999	70,125	72,250	74,375	76,500	78,626	80,751	82,876
12	76,409	78,956	81,503	84,050	86,597	89,144	91,691	94,238	96,785	99,332
13	90,859	93,888	96,917	99,946	102,974	106,003	109,032	112,061	115,089	118,118
14	107,369	110,948	114,527	118,106	121,685	125,264	128,843	132,422	136,001	139,580
15	126,295	130,504	134,714	138,924	143,134	147,343	151,553	155,763	159,972	164,182

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,175	\$ 23,951	\$ 24,722	\$ 25,488	\$ 26,259	\$ 26,710	\$ 27,471	\$ 28,241	\$ 28,270	\$ 28,994
2	26,057	26,678	27,540	28,270	28,591	29,432	30,274	31,115	31,957	32,798
3	34,116	35,063	36,010	36,958	37,905	38,853	39,800	40,748	41,695	42,643
4	38,298	39,361	40,425	41,488	42,552	43,615	44,678	45,742	46,805	47,869
5	44,043	45,234	46,424	47,615	48,805	49,996	51,186	52,377	53,567	54,758
6	46,435	47,761	49,088	50,414	51,740	53,066	54,393	55,719	57,045	58,371
7	50,130	51,604	53,079	54,553	56,027	57,502	58,976	60,450	61,924	63,399
8	52,253	53,887	55,520	57,154	58,787	60,420	62,054	63,687	65,321	66,954
9	55,910	57,714	59,517	61,321	63,125	64,928	66,732	68,536	70,339	72,143
10	61,570	63,557	65,543	67,529	69,515	71,502	73,488	75,474	77,460	79,447
11	65,463	67,645	69,827	72,010	74,192	76,375	78,557	80,739	82,922	85,104
12	78,463	81,079	83,694	86,310	88,925	91,541	94,156	96,771	99,387	102,002
13	93,302	96,412	99,523	102,633	105,743	108,853	111,963	115,073	118,184	121,294
14	110,256	113,931	117,606	121,281	124,957	128,632	132,307	135,982	139,657	143,332
15	129,690	134,013	138,336	142,659	146,982	151,305	155,628	159,950	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,821	\$ 25,652	\$ 26,478	\$ 27,298	\$ 28,124	\$ 28,606	\$ 29,421	\$ 30,246	\$ 30,278	\$ 31,053
2	27,907	28,572	29,495	30,278	30,621	31,522	32,423	33,325	34,226	35,127
3	36,538	37,553	38,567	39,582	40,597	41,612	42,626	43,641	44,656	45,671
4	41,017	42,156	43,295	44,434	45,573	46,712	47,851	48,990	50,129	51,268
5	47,170	48,445	49,721	50,996	52,271	53,546	54,821	56,096	57,371	58,646
6	49,732	51,153	52,573	53,994	55,414	56,834	58,255	59,675	61,096	62,516
7	53,690	55,269	56,848	58,427	60,006	61,584	63,163	64,742	66,321	67,900
8	55,964	57,713	59,462	61,212	62,961	64,711	66,460	68,209	69,959	71,708
9	59,880	61,812	63,743	65,675	67,607	69,539	71,470	73,402	75,334	77,266
10	65,942	68,069	70,197	72,324	74,451	76,579	78,706	80,833	82,960	85,088
11	70,111	72,448	74,786	77,123	79,460	81,798	84,135	86,472	88,810	91,147
12	84,035	86,836	89,637	92,438	95,239	98,040	100,842	103,643	106,444	109,245
13	99,927	103,258	106,589	109,920	113,251	116,582	119,913	123,244	126,575	129,906
14	118,085	122,021	125,957	129,893	133,829	137,765	141,701	145,638	149,574	153,510
15	138,899	143,529	148,159	152,789	157,418	162,048	164,200 *	164,200 *	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	31,903	32,789	33,675	34,561	35,447	36,333	37,220	38,106	38,992	39,878
4	35,814	36,809	37,803	38,798	39,792	40,787	41,781	42,776	43,770	44,765
5	41,187	42,300	43,414	44,527	45,640	46,754	47,867	48,980	50,094	51,207
6	43,424	44,664	45,905	47,145	48,385	49,625	50,865	52,106	53,346	54,586
7	46,879	48,258	49,637	51,015	52,394	53,773	55,151	56,530	57,909	59,287
8	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557	61,085	62,612
9	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778	67,465
10	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437	74,295
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,777	\$ 22,507	\$ 23,231	\$ 23,951	\$ 24,676	\$ 25,099	\$ 25,814	\$ 26,538	\$ 26,565	\$ 27,246
2	24,486	25,069	25,879	26,565	26,867	27,657	28,448	29,239	30,029	30,820
3	32,058	32,948	33,839	34,729	35,619	36,510	37,400	38,291	39,181	40,071
4	35,988	36,987	37,987	38,986	39,985	40,985	41,984	42,983	43,983	44,982
5	41,387	42,506	43,624	44,743	45,862	46,981	48,099	49,218	50,337	51,456
6	43,635	44,881	46,127	47,374	48,620	49,866	51,112	52,359	53,605	54,851
7	47,107	48,492	49,878	51,263	52,648	54,034	55,419	56,805	58,190	59,575
8	49,102	50,637	52,172	53,707	55,242	56,777	58,312	59,847	61,381	62,916
9	52,538	54,233	55,928	57,623	59,318	61,013	62,708	64,403	66,097	67,792
10	57,857	59,724	61,590	63,457	65,323	67,190	69,056	70,922	72,789	74,655
11	61,515	63,566	65,616	67,667	69,718	71,769	73,820	75,870	77,921	79,972
12	73,731	76,189	78,647	81,105	83,562	86,020	88,478	90,935	93,393	95,851
13	87,676	90,598	93,521	96,443	99,366	102,289	105,211	108,134	111,056	113,979
14	103,607	107,060	110,514	113,967	117,421	120,874	124,328	127,782	131,235	134,689
15	121,869	125,931	129,993	134,056	138,118	142,180	146,242	150,304	154,367	158,429

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,404	\$ 24,188	\$ 24,967	\$ 25,740	\$ 26,519	\$ 26,974	\$ 27,742	\$ 28,520	\$ 28,550	\$ 29,281
2	26,315	26,941	27,812	28,550	28,874	29,723	30,573	31,423	32,273	33,122
3	34,453	35,410	36,367	37,323	38,280	39,237	40,194	41,151	42,108	43,065
4	38,676	39,750	40,824	41,898	42,972	44,046	45,120	46,194	47,268	48,342
5	44,479	45,681	46,883	48,086	49,288	50,490	51,692	52,895	54,097	55,299
6	46,894	48,234	49,573	50,912	52,252	53,591	54,930	56,270	57,609	58,949
7	50,626	52,115	53,604	55,092	56,581	58,070	59,559	61,048	62,537	64,026
8	52,770	54,420	56,069	57,719	59,368	61,018	62,668	64,317	65,967	67,616
9	56,463	58,284	60,106	61,927	63,749	65,570	67,392	69,213	71,035	72,856
10	62,179	64,185	66,191	68,197	70,203	72,209	74,215	76,220	78,226	80,232
11	66,110	68,314	70,518	72,722	74,926	77,130	79,334	81,538	83,742	85,946
12	79,239	81,881	84,522	87,163	89,804	92,446	95,087	97,728	100,370	103,011
13	94,225	97,366	100,507	103,648	106,789	109,929	113,070	116,211	119,352	122,493
14	111,346	115,058	118,769	122,481	126,192	129,904	133,615	137,327	141,038	144,750
15	130,973	135,338	139,704	144,070	148,435	152,801	157,167	161,532	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,371	\$ 23,120	\$ 23,864	\$ 24,604	\$ 25,348	\$ 25,783	\$ 26,518	\$ 27,261	\$ 27,289	\$ 27,989
2	25,153	25,752	26,584	27,289	27,599	28,411	29,223	30,036	30,848	31,660
3	32,932	33,847	34,761	35,676	36,590	37,505	38,420	39,334	40,249	41,163
4	36,969	37,996	39,022	40,049	41,075	42,102	43,128	44,155	45,182	46,208
5	42,515	43,664	44,814	45,963	47,112	48,261	49,410	50,560	51,709	52,858
6	44,824	46,105	47,385	48,665	49,945	51,225	52,506	53,786	55,066	56,346
7	48,391	49,814	51,237	52,660	54,084	55,507	56,930	58,353	59,776	61,199
8	50,441	52,017	53,594	55,171	56,748	58,324	59,901	61,478	63,055	64,631
9	53,970	55,711	57,453	59,194	60,935	62,676	64,417	66,158	67,899	69,640
10	59,434	61,352	63,269	65,186	67,104	69,021	70,938	72,856	74,773	76,690
11	63,192	65,298	67,405	69,512	71,618	73,725	75,832	77,938	80,045	82,152
12	75,741	78,266	80,791	83,315	85,840	88,365	90,889	93,414	95,939	98,464
13	90,065	93,068	96,070	99,072	102,074	105,077	108,079	111,081	114,083	117,086
14	106,431	109,978	113,526	117,074	120,621	124,169	127,717	131,265	134,812	138,360
15	125,191	129,364	133,537	137,710	141,883	146,056	150,228	154,401	158,574	162,747

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,232	\$ 22,976	\$ 23,716	\$ 24,451	\$ 25,191	\$ 25,623	\$ 26,353	\$ 27,091	\$ 27,120	\$ 27,815
2	24,997	25,592	26,419	27,120	27,428	28,235	29,042	29,849	30,656	31,463
3	32,727	33,636	34,545	35,454	36,363	37,272	38,181	39,090	39,999	40,908
4	36,739	37,760	38,780	39,800	40,820	41,840	42,860	43,881	44,901	45,921
5	42,251	43,393	44,535	45,677	46,819	47,961	49,103	50,245	51,388	52,530
6	44,546	45,818	47,090	48,363	49,635	50,907	52,179	53,452	54,724	55,996
7	48,090	49,505	50,919	52,333	53,747	55,162	56,576	57,990	59,405	60,819
8	50,127	51,694	53,261	54,828	56,395	57,962	59,529	61,096	62,663	64,230
9	53,635	55,365	57,096	58,826	60,556	62,286	64,017	65,747	67,477	69,208
10	59,065	60,970	62,876	64,781	66,687	68,592	70,498	72,403	74,308	76,214
11	62,799	64,892	66,986	69,080	71,173	73,267	75,361	77,454	79,548	81,641
12	75,271	77,780	80,289	82,798	85,307	87,816	90,325	92,834	95,343	97,852
13	89,506	92,489	95,473	98,457	101,440	104,424	107,407	110,391	113,375	116,358
14	105,769	109,295	112,821	116,346	119,872	123,398	126,923	130,449	133,975	137,500
15	124,413	128,560	132,707	136,854	141,001	145,148	149,295	153,442	157,589	161,736

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,017	\$ 23,788	\$ 24,554	\$ 25,315	\$ 26,081	\$ 26,528	\$ 27,284	\$ 28,048	\$ 28,078	\$ 28,797
2	25,880	26,496	27,352	28,078	28,396	29,232	30,068	30,903	31,739	32,575
3	33,883	34,824	35,765	36,706	37,647	38,588	39,529	40,470	41,411	42,352
4	38,037	39,093	40,149	41,206	42,262	43,318	44,374	45,430	46,487	47,543
5	43,743	44,926	46,108	47,290	48,473	49,655	50,838	52,020	53,203	54,385
6	46,119	47,436	48,753	50,071	51,388	52,705	54,022	55,339	56,657	57,974
7	49,789	51,253	52,717	54,182	55,646	57,110	58,574	60,038	61,503	62,967
8	51,898	53,520	55,142	56,764	58,387	60,009	61,631	63,254	64,876	66,498
9	55,529	57,321	59,112	60,904	62,695	64,486	66,278	68,069	69,860	71,652
10	61,151	63,124	65,097	67,069	69,042	71,015	72,987	74,960	76,933	78,906
11	65,017	67,184	69,352	71,520	73,687	75,855	78,022	80,190	82,357	84,525
12	77,929	80,527	83,124	85,722	88,320	90,917	93,515	96,113	98,710	101,308
13	92,667	95,756	98,845	101,934	105,023	108,112	111,201	114,290	117,379	120,468
14	109,505	113,155	116,805	120,456	124,106	127,756	131,406	135,056	138,706	142,357
15	128,807	133,101	137,394	141,688	145,981	150,274	154,568	158,861	163,155	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,452	\$ 23,204	\$ 23,951	\$ 24,693	\$ 25,440	\$ 25,876	\$ 26,614	\$ 27,359	\$ 27,388	\$ 28,090
2	25,244	25,845	26,680	27,388	27,699	28,514	29,329	30,144	30,959	31,774
3	33,051	33,969	34,887	35,805	36,723	37,640	38,558	39,476	40,394	41,312
4	37,103	38,133	39,163	40,193	41,224	42,254	43,284	44,314	45,345	46,375
5	42,669	43,822	44,975	46,129	47,282	48,435	49,589	50,742	51,896	53,049
6	44,986	46,271	47,556	48,841	50,125	51,410	52,695	53,980	55,265	56,550
7	48,566	49,994	51,422	52,851	54,279	55,707	57,135	58,564	59,992	61,420
8	50,623	52,205	53,788	55,370	56,952	58,535	60,117	61,700	63,282	64,865
9	54,165	55,913	57,660	59,407	61,155	62,902	64,650	66,397	68,144	69,892
10	59,649	61,573	63,497	65,422	67,346	69,270	71,194	73,119	75,043	76,967
11	63,420	65,534	67,648	69,763	71,877	73,991	76,106	78,220	80,334	82,448
12	76,015	78,549	81,082	83,616	86,150	88,684	91,218	93,751	96,285	98,819
13	90,391	93,404	96,417	99,430	102,443	105,456	108,469	111,482	114,495	117,508
14	106,815	110,376	113,936	117,497	121,057	124,618	128,178	131,739	135,299	138,860
15	125,643	129,831	134,019	138,207	142,395	146,583	150,771	154,959	159,147	163,335

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,315	\$ 23,062	\$ 23,804	\$ 24,542	\$ 25,284	\$ 25,718	\$ 26,451	\$ 27,192	\$ 27,221	\$ 27,918
2	25,090	25,687	26,517	27,221	27,530	28,340	29,150	29,960	30,770	31,580
3	32,849	33,761	34,674	35,586	36,498	37,411	38,323	39,235	40,147	41,060
4	36,876	37,900	38,924	39,948	40,972	41,996	43,020	44,044	45,068	46,092
5	42,408	43,554	44,701	45,847	46,993	48,140	49,286	50,432	51,579	52,725
6	44,711	45,988	47,265	48,542	49,819	51,096	52,373	53,650	54,927	56,204
7	48,269	49,689	51,108	52,528	53,947	55,367	56,786	58,206	59,625	61,045
8	50,314	51,886	53,459	55,032	56,605	58,177	59,750	61,323	62,896	64,469
9	53,834	55,571	57,308	59,045	60,781	62,518	64,255	65,991	67,728	69,465
10	59,285	61,197	63,110	65,022	66,935	68,847	70,760	72,672	74,585	76,497
11	63,032	65,134	67,235	69,337	71,438	73,539	75,641	77,742	79,844	81,945
12	75,550	78,069	80,587	83,105	85,624	88,142	90,661	93,179	95,697	98,216
13	89,839	92,833	95,828	98,823	101,817	104,812	107,807	110,801	113,796	116,791
14	106,163	109,701	113,240	116,779	120,318	123,856	127,395	130,934	134,473	138,011
15	124,876	129,038	133,200	137,363	141,525	145,688	149,850	154,012	158,175	162,337

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,455	\$ 24,240	\$ 25,021	\$ 25,796	\$ 26,576	\$ 27,032	\$ 27,803	\$ 28,582	\$ 28,612	\$ 29,345
2	26,372	27,000	27,872	28,612	28,936	29,788	30,639	31,491	32,342	33,194
3	34,528	35,486	36,445	37,404	38,363	39,322	40,281	41,240	42,199	43,158
4	38,760	39,837	40,913	41,989	43,065	44,142	45,218	46,294	47,371	48,447
5	44,575	45,780	46,985	48,190	49,395	50,600	51,804	53,009	54,214	55,419
6	46,996	48,338	49,681	51,023	52,365	53,707	55,050	56,392	57,734	59,076
7	50,736	52,228	53,720	55,212	56,704	58,196	59,688	61,180	62,672	64,164
8	52,884	54,538	56,191	57,844	59,497	61,150	62,803	64,456	66,110	67,763
9	56,585	58,411	60,236	62,062	63,887	65,713	67,538	69,363	71,189	73,014
10	62,314	64,324	66,334	68,345	70,355	72,365	74,375	76,386	78,396	80,406
11	66,253	68,462	70,671	72,880	75,088	77,297	79,506	81,715	83,923	86,132
12	79,411	82,058	84,705	87,352	89,999	92,646	95,293	97,940	100,587	103,234
13	94,429	97,577	100,725	103,872	107,020	110,168	113,315	116,463	119,611	122,759
14	111,587	115,307	119,027	122,746	126,466	130,185	133,905	137,624	141,344	145,064
15	131,257	135,632	140,007	144,382	148,757	153,132	157,507	161,882	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	31,903	32,789	33,675	34,561	35,447	36,333	37,220	38,106	38,992	39,878
4	35,814	36,809	37,803	38,798	39,792	40,787	41,781	42,776	43,770	44,765
5	41,187	42,300	43,414	44,527	45,640	46,754	47,867	48,980	50,094	51,207
6	43,424	44,664	45,905	47,145	48,385	49,625	50,865	52,106	53,346	54,586
7	46,879	48,258	49,637	51,015	52,394	53,773	55,151	56,530	57,909	59,287
8	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557	61,085	62,612
9	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778	67,465
10	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437	74,295
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,022	\$ 24,827	\$ 25,626	\$ 26,420	\$ 27,219	\$ 27,686	\$ 28,475	\$ 29,273	\$ 29,304	\$ 30,054
2	27,010	27,653	28,547	29,304	29,636	30,508	31,380	32,253	33,125	33,997
3	35,363	36,345	37,327	38,309	39,291	40,273	41,255	42,237	43,220	44,202
4	39,698	40,800	41,902	43,005	44,107	45,209	46,312	47,414	48,516	49,619
5	45,653	46,887	48,121	49,355	50,589	51,823	53,057	54,291	55,525	56,760
6	48,133	49,507	50,882	52,257	53,632	55,006	56,381	57,756	59,130	60,505
7	51,963	53,491	55,019	56,547	58,075	59,604	61,132	62,660	64,188	65,716
8	54,164	55,857	57,550	59,243	60,936	62,629	64,322	66,015	67,709	69,402
9	57,954	59,824	61,693	63,563	65,432	67,302	69,172	71,041	72,911	74,780
10	63,821	65,880	67,939	69,998	72,057	74,115	76,174	78,233	80,292	82,351
11	67,856	70,118	72,380	74,642	76,904	79,167	81,429	83,691	85,953	88,215
12	81,332	84,043	86,754	89,465	92,176	94,887	97,598	100,309	103,020	105,731
13	96,713	99,937	103,161	106,385	109,609	112,832	116,056	119,280	122,504	125,728
14	114,286	118,096	121,905	125,715	129,525	133,334	137,144	140,953	144,763	148,572
15	134,431	138,912	143,393	147,874	152,355	156,836	161,317	164,200 *	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,164	\$ 27,040	\$ 27,910	\$ 28,775	\$ 29,646	\$ 30,154	\$ 31,013	\$ 31,883	\$ 31,916	\$ 32,734
2	29,417	30,118	31,091	31,916	32,278	33,228	34,178	35,128	36,078	37,028
3	38,515	39,585	40,654	41,724	42,794	43,863	44,933	46,003	47,072	48,142
4	43,237	44,437	45,638	46,838	48,039	49,240	50,440	51,641	52,841	54,042
5	49,723	51,067	52,411	53,755	55,099	56,443	57,787	59,131	60,475	61,819
6	52,424	53,921	55,418	56,915	58,413	59,910	61,407	62,904	64,402	65,899
7	56,595	58,259	59,924	61,588	63,253	64,917	66,581	68,246	69,910	71,575
8	58,992	60,836	62,680	64,524	66,368	68,212	70,056	71,901	73,745	75,589
9	63,120	65,157	67,193	69,229	71,265	73,302	75,338	77,374	79,410	81,447
10	69,510	71,753	73,995	76,238	78,480	80,723	82,965	85,207	87,450	89,692
11	73,905	76,369	78,832	81,296	83,760	86,224	88,688	91,152	93,616	96,080
12	88,582	91,535	94,488	97,440	100,393	103,346	106,298	109,251	112,204	115,157
13	105,335	108,846	112,357	115,868	119,380	122,891	126,402	129,913	133,425	136,936
14	124,475	128,624	132,773	136,922	141,071	145,220	149,369	153,519	157,668	161,817
15	146,415	151,296	156,176	161,056	164,200 *	164,200 *	164,200 *	164,200 *	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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**

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,502	\$ 24,289	\$ 25,071	\$ 25,848	\$ 26,630	\$ 27,086	\$ 27,858	\$ 28,639	\$ 28,669	\$ 29,403
2	26,424	27,054	27,928	28,669	28,994	29,847	30,701	31,554	32,407	33,260
3	34,597	35,558	36,518	37,479	38,440	39,401	40,362	41,323	42,283	43,244
4	38,838	39,916	40,995	42,073	43,152	44,230	45,309	46,387	47,465	48,544
5	44,664	45,872	47,079	48,286	49,494	50,701	51,908	53,115	54,323	55,530
6	47,090	48,435	49,780	51,125	52,470	53,815	55,160	56,505	57,850	59,195
7	50,837	52,332	53,827	55,322	56,817	58,313	59,808	61,303	62,798	64,293
8	52,990	54,647	56,303	57,960	59,616	61,273	62,929	64,586	66,242	67,898
9	56,699	58,528	60,357	62,186	64,015	65,844	67,673	69,502	71,331	73,161
10	62,439	64,453	66,467	68,481	70,496	72,510	74,524	76,539	78,553	80,567
11	66,386	68,599	70,812	73,025	75,239	77,452	79,665	81,878	84,091	86,305
12	79,570	82,222	84,875	87,527	90,179	92,832	95,484	98,136	100,789	103,441
13	94,618	97,772	100,926	104,080	107,234	110,388	113,542	116,696	119,850	123,004
14	111,811	115,538	119,265	122,992	126,719	130,446	134,173	137,900	141,627	145,354
15	131,519	135,903	140,287	144,671	149,055	153,439	157,823	162,206	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,879	\$ 22,611	\$ 23,339	\$ 24,063	\$ 24,791	\$ 25,216	\$ 25,934	\$ 26,661	\$ 26,689	\$ 27,373
2	24,600	25,185	26,000	26,689	26,992	27,786	28,581	29,375	30,169	30,964
3	32,207	33,102	33,996	34,891	35,785	36,680	37,574	38,469	39,363	40,258
4	36,156	37,160	38,164	39,168	40,172	41,176	42,180	43,184	44,188	45,192
5	41,580	42,704	43,828	44,952	46,076	47,199	48,323	49,447	50,571	51,695
6	43,838	45,090	46,342	47,594	48,846	50,098	51,350	52,603	53,855	55,107
7	47,326	48,718	50,110	51,502	52,894	54,286	55,677	57,069	58,461	59,853
8	49,331	50,873	52,415	53,957	55,499	57,041	58,583	60,125	61,667	63,209
9	52,783	54,486	56,189	57,891	59,594	61,297	63,000	64,703	66,405	68,108
10	58,127	60,002	61,877	63,752	65,627	67,503	69,378	71,253	73,128	75,003
11	61,801	63,862	65,922	67,982	70,043	72,103	74,163	76,224	78,284	80,345
12	74,075	76,544	79,013	81,482	83,952	86,421	88,890	91,359	93,828	96,297
13	88,084	91,020	93,956	96,893	99,829	102,765	105,701	108,637	111,574	114,510
14	104,089	107,559	111,029	114,498	117,968	121,437	124,907	128,377	131,846	135,316
15	122,437	126,518	130,599	134,680	138,761	142,842	146,923	151,005	155,086	159,167

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,823	\$ 22,553	\$ 23,279	\$ 24,001	\$ 24,727	\$ 25,151	\$ 25,868	\$ 26,592	\$ 26,620	\$ 27,302
2	24,536	25,121	25,933	26,620	26,922	27,715	28,507	29,299	30,092	30,884
3	32,124	33,017	33,909	34,801	35,693	36,585	37,478	38,370	39,262	40,154
4	36,063	37,064	38,065	39,067	40,068	41,070	42,071	43,072	44,074	45,075
5	41,473	42,594	43,715	44,836	45,957	47,078	48,199	49,320	50,441	51,562
6	43,725	44,974	46,223	47,472	48,721	49,969	51,218	52,467	53,716	54,965
7	47,205	48,593	49,981	51,369	52,757	54,146	55,534	56,922	58,310	59,699
8	49,204	50,742	52,280	53,818	55,356	56,894	58,432	59,970	61,509	63,047
9	52,647	54,345	56,044	57,742	59,441	61,139	62,838	64,536	66,234	67,933
10	57,977	59,847	61,718	63,588	65,458	67,329	69,199	71,069	72,940	74,810
11	61,642	63,697	65,752	67,807	69,862	71,917	73,972	76,027	78,083	80,138
12	73,884	76,347	78,810	81,273	83,735	86,198	88,661	91,124	93,587	96,049
13	87,857	90,786	93,714	96,643	99,572	102,500	105,429	108,358	111,286	114,215
14	103,821	107,282	110,743	114,203	117,664	121,125	124,585	128,046	131,507	134,967
15	122,121	126,192	130,263	134,333	138,404	142,474	146,545	150,616	154,686	158,757

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	31,903	32,789	33,675	34,561	35,447	36,333	37,220	38,106	38,992	39,878
4	35,814	36,809	37,803	38,798	39,792	40,787	41,781	42,776	43,770	44,765
5	41,187	42,300	43,414	44,527	45,640	46,754	47,867	48,980	50,094	51,207
6	43,424	44,664	45,905	47,145	48,385	49,625	50,865	52,106	53,346	54,586
7	46,879	48,258	49,637	51,015	52,394	53,773	55,151	56,530	57,909	59,287
8	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557	61,085	62,612
9	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778	67,465
10	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437	74,295
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,086	\$ 24,893	\$ 25,694	\$ 26,490	\$ 27,292	\$ 27,760	\$ 28,551	\$ 29,351	\$ 29,382	\$ 30,134
2	27,081	27,726	28,623	29,382	29,715	30,589	31,464	32,338	33,213	34,087
3	35,457	36,441	37,426	38,411	39,396	40,380	41,365	42,350	43,335	44,319
4	39,803	40,909	42,014	43,119	44,224	45,330	46,435	47,540	48,645	49,751
5	45,775	47,012	48,249	49,487	50,724	51,961	53,198	54,436	55,673	56,910
6	48,261	49,639	51,017	52,396	53,774	55,153	56,531	57,909	59,288	60,666
7	52,101	53,633	55,165	56,698	58,230	59,762	61,294	62,827	64,359	65,891
8	54,308	56,005	57,703	59,400	61,098	62,796	64,493	66,191	67,889	69,586
9	58,108	59,983	61,857	63,732	65,606	67,481	69,355	71,230	73,105	74,979
10	63,991	66,055	68,119	70,184	72,248	74,312	76,377	78,441	80,505	82,570
11	68,036	70,304	72,573	74,841	77,109	79,377	81,645	83,914	86,182	88,450
12	81,548	84,266	86,984	89,703	92,421	95,139	97,858	100,576	103,294	106,012
13	96,970	100,203	103,435	106,668	109,900	113,132	116,365	119,597	122,830	126,062
14	114,590	118,410	122,230	126,049	129,869	133,689	137,508	141,328	145,148	148,967
15	134,789	139,282	143,774	148,267	152,760	157,253	161,746	164,200 *	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	31,903	32,789	33,675	34,561	35,447	36,333	37,220	38,106	38,992	39,878
4	35,814	36,809	37,803	38,798	39,792	40,787	41,781	42,776	43,770	44,765
5	41,187	42,300	43,414	44,527	45,640	46,754	47,867	48,980	50,094	51,207
6	43,424	44,664	45,905	47,145	48,385	49,625	50,865	52,106	53,346	54,586
7	46,879	48,258	49,637	51,015	52,394	53,773	55,151	56,530	57,909	59,287
8	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557	61,085	62,612
9	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778	67,465
10	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437	74,295
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,049	\$ 24,854	\$ 25,654	\$ 26,449	\$ 27,249	\$ 27,716	\$ 28,506	\$ 29,305	\$ 29,336	\$ 30,087
2	27,039	27,683	28,578	29,336	29,669	30,542	31,415	32,288	33,161	34,034
3	35,401	36,385	37,368	38,351	39,334	40,317	41,301	42,284	43,267	44,250
4	39,741	40,845	41,948	43,052	44,155	45,259	46,362	47,466	48,570	49,673
5	45,703	46,939	48,174	49,409	50,645	51,880	53,115	54,351	55,586	56,822
6	48,185	49,562	50,938	52,314	53,690	55,067	56,443	57,819	59,195	60,571
7	52,020	53,549	55,079	56,609	58,139	59,669	61,199	62,729	64,258	65,788
8	54,223	55,918	57,613	59,308	61,003	62,698	64,393	66,088	67,783	69,478
9	58,017	59,889	61,761	63,632	65,504	67,376	69,247	71,119	72,991	74,862
10	63,891	65,952	68,013	70,074	72,135	74,197	76,258	78,319	80,380	82,441
11	67,930	70,195	72,459	74,724	76,989	79,253	81,518	83,783	86,047	88,312
12	81,421	84,135	86,849	89,563	92,277	94,991	97,705	100,419	103,133	105,847
13	96,819	100,046	103,274	106,501	109,729	112,956	116,183	119,411	122,638	125,865
14	114,411	118,225	122,039	125,853	129,666	133,480	137,294	141,107	144,921	148,735
15	134,578	139,064	143,550	148,036	152,522	157,008	161,493	164,200 *	164,200 *	164,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,247	\$ 22,992	\$ 23,732	\$ 24,468	\$ 25,208	\$ 25,640	\$ 26,371	\$ 27,110	\$ 27,138	\$ 27,833
2	25,014	25,609	26,437	27,138	27,446	28,254	29,062	29,869	30,677	31,485
3	32,749	33,659	34,569	35,478	36,388	37,297	38,207	39,116	40,026	40,935
4	36,764	37,785	38,806	39,827	40,848	41,869	42,889	43,910	44,931	45,952
5	42,280	43,422	44,565	45,708	46,851	47,994	49,137	50,279	51,422	52,565
6	44,576	45,849	47,122	48,395	49,668	50,941	52,215	53,488	54,761	56,034
7	48,123	49,538	50,953	52,369	53,784	55,199	56,614	58,030	59,445	60,860
8	50,161	51,729	53,297	54,865	56,433	58,001	59,569	61,137	62,705	64,273
9	53,671	55,403	57,134	58,866	60,597	62,329	64,060	65,791	67,523	69,254
10	59,105	61,012	62,918	64,825	66,732	68,638	70,545	72,452	74,359	76,265
11	62,841	64,936	67,031	69,126	71,221	73,316	75,411	77,507	79,602	81,697
12	75,321	77,832	80,343	82,854	85,364	87,875	90,386	92,896	95,407	97,918
13	89,566	92,552	95,537	98,523	101,509	104,494	107,480	110,466	113,451	116,437
14	105,841	109,369	112,897	116,425	119,953	123,481	127,009	130,537	134,065	137,593
15	124,497	128,647	132,797	136,947	141,096	145,246	149,396	153,546	157,695	161,845

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>