

**SALARY TABLE 2019-GL (LEO)**  
**SPECIAL BASE RATES FOR LAW ENFORCEMENT OFFICERS AT GRADES 3 TO 10**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE**  
**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	\$ 28,042	\$ 28,821	\$ 29,600	\$ 30,379	\$ 31,158	\$ 31,937	\$ 32,716	\$ 33,495	\$ 34,274	\$ 35,053	\$ 779
4	31,477	32,351	33,225	34,099	34,973	35,847	36,721	37,595	38,469	39,343	874
5	36,196	37,174	38,152	39,130	40,108	41,086	42,064	43,042	44,020	44,998	978
6	38,171	39,262	40,353	41,444	42,535	43,626	44,717	45,808	46,899	47,990	1,091
7	41,204	42,416	43,628	44,840	46,052	47,264	48,476	49,688	50,900	52,112	1,212
8	42,947	44,289	45,631	46,973	48,315	49,657	50,999	52,341	53,683	55,025	1,342
9	45,953	47,435	48,917	50,399	51,881	53,363	54,845	56,327	57,809	59,291	1,482
10	50,605	52,237	53,869	55,501	57,133	58,765	60,397	62,029	63,661	65,293	1,632

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 THE 1.4% GENERAL SCHEDULE INCREASE AND NO LOCALITY PAYMENT**  
**FOR AREAS OUTSIDE THE UNITED STATES**  
**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	\$ 19,048	\$ 19,686	\$ 20,320	\$ 20,949	\$ 21,583	\$ 21,953	\$ 22,579	\$ 23,211	\$ 23,236	\$ 23,827
2	21,417	21,927	22,636	23,236	23,497	24,188	24,879	25,570	26,261	26,952
3	28,042	28,821	29,600	30,379	31,158	31,937	32,716	33,495	34,274	35,053
4	31,477	32,351	33,225	34,099	34,973	35,847	36,721	37,595	38,469	39,343
5	36,196	37,174	38,152	39,130	40,108	41,086	42,064	43,042	44,020	44,998
6	38,171	39,262	40,353	41,444	42,535	43,626	44,717	45,808	46,899	47,990
7	41,204	42,416	43,628	44,840	46,052	47,264	48,476	49,688	50,900	52,112
8	42,947	44,289	45,631	46,973	48,315	49,657	50,999	52,341	53,683	55,025
9	45,953	47,435	48,917	50,399	51,881	53,363	54,845	56,327	57,809	59,291
10	50,605	52,237	53,869	55,501	57,133	58,765	60,397	62,029	63,661	65,293
11	53,805	55,599	57,393	59,187	60,981	62,775	64,569	66,363	68,157	69,951
12	64,490	66,640	68,790	70,940	73,090	75,240	77,390	79,540	81,690	83,840
13	76,687	79,243	81,799	84,355	86,911	89,467	92,023	94,579	97,135	99,691
14	90,621	93,642	96,663	99,684	102,705	105,726	108,747	111,768	114,789	117,810
15	106,595	110,148	113,701	117,254	120,807	124,360	127,913	131,466	135,019	138,572

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.19%**  
**FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY-MA**  
**TOTAL INCREASE: 2.00%**  
**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	\$ 22,322	\$ 23,070	\$ 23,813	\$ 24,550	\$ 25,293	\$ 25,727	\$ 26,460	\$ 27,201	\$ 27,230	\$ 27,923
2	25,099	25,696	26,527	27,230	27,536	28,346	29,156	29,965	30,775	31,585
3	32,862	33,775	34,688	35,601	36,514	37,427	38,340	39,253	40,166	41,079
4	36,888	37,912	38,936	39,961	40,985	42,009	43,033	44,058	45,082	46,106
5	42,418	43,564	44,710	45,856	47,003	48,149	49,295	50,441	51,587	52,733
6	44,733	46,011	47,290	48,568	49,847	51,125	52,404	53,682	54,961	56,239
7	48,287	49,707	51,128	52,548	53,968	55,389	56,809	58,229	59,650	61,070
8	50,330	51,902	53,475	55,048	56,620	58,193	59,766	61,338	62,911	64,484
9	53,852	55,589	57,326	59,063	60,799	62,536	64,273	66,010	67,746	69,483
10	59,304	61,217	63,129	65,042	66,954	68,867	70,779	72,692	74,604	76,517
11	63,054	65,156	67,259	69,361	71,464	73,566	75,668	77,771	79,873	81,976
12	75,576	78,095	80,615	83,135	85,654	88,174	90,693	93,213	95,733	98,252
13	89,869	92,865	95,860	98,856	101,851	104,846	107,842	110,837	113,833	116,828
14	106,199	109,739	113,279	116,820	120,360	123,900	127,441	130,981	134,521	138,062
15	124,919	129,082	133,246	137,410	141,574	145,737	149,901	154,065	158,229	162,393

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.20%**  
**FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM**  
**TOTAL INCREASE: 1.79%**  
**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	\$ 22,134	\$ 22,875	\$ 23,612	\$ 24,343	\$ 25,079	\$ 25,509	\$ 26,237	\$ 26,971	\$ 27,000	\$ 27,687
2	24,887	25,479	26,303	27,000	27,304	28,106	28,909	29,712	30,515	31,318
3	32,585	33,490	34,395	35,300	36,206	37,111	38,016	38,921	39,826	40,732
4	36,576	37,592	38,607	39,623	40,639	41,654	42,670	43,685	44,701	45,717
5	42,060	43,196	44,333	45,469	46,605	47,742	48,878	50,015	51,151	52,288
6	44,355	45,622	46,890	48,158	49,426	50,693	51,961	53,229	54,497	55,764
7	47,879	49,287	50,696	52,104	53,512	54,921	56,329	57,737	59,146	60,554
8	49,904	51,464	53,023	54,583	56,142	57,701	59,261	60,820	62,380	63,939
9	53,397	55,119	56,842	58,564	60,286	62,008	63,730	65,452	67,174	68,896
10	58,803	60,699	62,596	64,492	66,389	68,285	70,181	72,078	73,974	75,870
11	62,521	64,606	66,691	68,775	70,860	72,945	75,029	77,114	79,198	81,283
12	74,937	77,436	79,934	82,432	84,931	87,429	89,927	92,425	94,924	97,422
13	89,110	92,080	95,050	98,021	100,991	103,961	106,931	109,901	112,871	115,841
14	105,302	108,812	112,322	115,833	119,343	122,854	126,364	129,874	133,385	136,895
15	123,863	127,992	132,121	136,249	140,378	144,506	148,635	152,763	156,892	161,021

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.64%**  
**FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL**  
**TOTAL INCREASE: 1.80%**  
**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	\$ 23,170	\$ 23,946	\$ 24,717	\$ 25,482	\$ 26,254	\$ 26,704	\$ 27,465	\$ 28,234	\$ 28,264	\$ 28,983
2	26,052	26,672	27,534	28,264	28,582	29,422	30,263	31,103	31,944	32,784
3	34,110	35,058	36,005	36,953	37,901	38,848	39,796	40,743	41,691	42,638
4	38,289	39,352	40,415	41,478	42,541	43,604	44,667	45,731	46,794	47,857
5	44,029	45,218	46,408	47,598	48,787	49,977	51,167	52,356	53,546	54,736
6	46,431	47,758	49,085	50,412	51,740	53,067	54,394	55,721	57,048	58,375
7	50,121	51,595	53,069	54,543	56,018	57,492	58,966	60,440	61,915	63,389
8	52,241	53,873	55,506	57,138	58,770	60,403	62,035	63,668	65,300	66,932
9	55,897	57,700	59,503	61,305	63,108	64,911	66,713	68,516	70,319	72,122
10	61,556	63,541	65,526	67,511	69,497	71,482	73,467	75,452	77,437	79,422
11	65,448	67,631	69,813	71,995	74,177	76,360	78,542	80,724	82,906	85,088
12	78,446	81,061	83,676	86,291	88,907	91,522	94,137	96,752	99,368	101,983
13	93,282	96,391	99,500	102,609	105,719	108,828	111,937	115,046	118,155	121,264
14	110,231	113,906	117,581	121,256	124,930	128,605	132,280	135,955	139,629	143,304
15	129,662	133,984	138,306	142,628	146,950	151,272	155,593	159,915	164,237	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.46%**  
**FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX**  
**TOTAL INCREASE: 2.05%**  
**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	\$ 22,374	\$ 23,123	\$ 23,868	\$ 24,607	\$ 25,351	\$ 25,786	\$ 26,521	\$ 27,264	\$ 27,293	\$ 27,987
2	25,156	25,755	26,588	27,293	27,600	28,411	29,223	30,035	30,846	31,658
3	32,938	33,853	34,768	35,683	36,598	37,513	38,428	39,343	40,258	41,173
4	36,973	37,999	39,026	40,053	41,079	42,106	43,132	44,159	45,186	46,212
5	42,516	43,665	44,813	45,962	47,111	48,260	49,408	50,557	51,706	52,855
6	44,836	46,117	47,399	48,680	49,962	51,243	52,525	53,806	55,088	56,369
7	48,398	49,822	51,245	52,669	54,093	55,516	56,940	58,364	59,787	61,211
8	50,446	52,022	53,598	55,174	56,751	58,327	59,903	61,480	63,056	64,632
9	53,976	55,717	57,458	59,199	60,939	62,680	64,421	66,162	67,902	69,643
10	59,441	61,358	63,275	65,191	67,108	69,025	70,942	72,859	74,776	76,693
11	63,199	65,307	67,414	69,521	71,628	73,736	75,843	77,950	80,057	82,164
12	75,750	78,275	80,801	83,326	85,852	88,377	90,902	93,428	95,953	98,478
13	90,077	93,079	96,081	99,083	102,086	105,088	108,090	111,092	114,095	117,097
14	106,443	109,992	113,540	117,089	120,637	124,186	127,734	131,283	134,831	138,380
15	125,206	129,380	133,553	137,727	141,900	146,073	150,247	154,420	158,593	162,767

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.77%**  
**FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL**  
**TOTAL INCREASE: 1.75%**  
**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	\$ 22,052	\$ 22,790	\$ 23,524	\$ 24,253	\$ 24,987	\$ 25,415	\$ 26,140	\$ 26,871	\$ 26,900	\$ 27,585
2	24,794	25,385	26,206	26,900	27,202	28,002	28,802	29,602	30,402	31,202
3	32,464	33,366	34,268	35,170	36,072	36,973	37,875	38,777	39,679	40,581
4	36,441	37,453	38,465	39,476	40,488	41,500	42,512	43,524	44,536	45,547
5	41,904	43,036	44,169	45,301	46,433	47,565	48,697	49,830	50,962	52,094
6	44,191	45,454	46,717	47,980	49,243	50,506	51,769	53,032	54,295	55,558
7	47,702	49,105	50,508	51,911	53,314	54,718	56,121	57,524	58,927	60,330
8	49,720	51,273	52,827	54,381	55,934	57,488	59,042	60,595	62,149	63,702
9	53,200	54,915	56,631	58,347	60,063	61,778	63,494	65,210	66,925	68,641
10	58,585	60,475	62,364	64,254	66,143	68,032	69,922	71,811	73,700	75,590
11	62,290	64,367	66,444	68,521	70,598	72,675	74,752	76,828	78,905	80,982
12	74,660	77,149	79,638	82,127	84,616	87,105	89,594	92,083	94,573	97,062
13	88,781	91,740	94,699	97,658	100,617	103,576	106,535	109,494	112,453	115,412
14	104,912	108,409	111,907	115,404	118,902	122,399	125,896	129,394	132,891	136,389
15	123,405	127,518	131,632	135,745	139,858	143,972	148,085	152,198	156,311	160,425

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.27%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME**  
**TOTAL INCREASE: 2.03%**  
**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	\$ 24,433	\$ 25,251	\$ 26,064	\$ 26,871	\$ 27,685	\$ 28,159	\$ 28,962	\$ 29,773	\$ 29,805	\$ 30,563
2	27,472	28,126	29,035	29,805	30,140	31,026	31,912	32,799	33,685	34,571
3	35,969	36,969	37,968	38,967	39,966	40,966	41,965	42,964	43,963	44,962
4	40,376	41,497	42,618	43,739	44,860	45,981	47,102	48,223	49,344	50,465
5	46,429	47,683	48,938	50,192	51,447	52,701	53,955	55,210	56,464	57,719
6	48,962	50,361	51,761	53,160	54,560	55,959	57,358	58,758	60,157	61,557
7	52,852	54,407	55,962	57,516	59,071	60,626	62,180	63,735	65,289	66,844
8	55,088	56,810	58,531	60,252	61,974	63,695	65,416	67,138	68,859	70,581
9	58,944	60,845	62,746	64,647	66,548	68,449	70,350	72,251	74,152	76,053
10	64,911	67,004	69,098	71,191	73,284	75,378	77,471	79,565	81,658	83,751
11	69,016	71,317	73,618	75,919	78,220	80,521	82,823	85,124	87,425	89,726
12	82,721	85,479	88,237	90,995	93,753	96,510	99,268	102,026	104,784	107,542
13	98,366	101,645	104,924	108,202	111,481	114,759	118,038	121,316	124,595	127,874
14	116,240	120,115	123,990	127,865	131,740	135,615	139,490	143,365	147,240	151,115
15	136,729	141,287	145,844	150,402	154,959	159,517	164,074	166,500 *	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.67%**  
**FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY**  
**TOTAL INCREASE: 1.82%**  
**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	\$ 22,795	\$ 23,558	\$ 24,317	\$ 25,070	\$ 25,828	\$ 26,271	\$ 27,020	\$ 27,777	\$ 27,807	\$ 28,514
2	25,630	26,240	27,089	27,807	28,119	28,946	29,773	30,600	31,427	32,253
3	33,558	34,490	35,422	36,355	37,287	38,219	39,151	40,083	41,016	41,948
4	37,669	38,714	39,760	40,806	41,852	42,898	43,944	44,990	46,036	47,082
5	43,316	44,486	45,656	46,827	47,997	49,168	50,338	51,508	52,679	53,849
6	45,679	46,985	48,290	49,596	50,902	52,207	53,513	54,818	56,124	57,430
7	49,309	50,759	52,210	53,660	55,110	56,561	58,011	59,462	60,912	62,362
8	51,395	53,001	54,607	56,213	57,819	59,425	61,031	62,636	64,242	65,848
9	54,992	56,765	58,539	60,312	62,086	63,860	65,633	67,407	69,180	70,954
10	60,559	62,512	64,465	66,418	68,371	70,324	72,277	74,230	76,183	78,136
11	64,388	66,535	68,682	70,829	72,976	75,123	77,270	79,417	81,563	83,710
12	77,175	79,748	82,321	84,894	87,467	90,040	92,613	95,186	97,758	100,331
13	91,771	94,830	97,889	100,948	104,006	107,065	110,124	113,183	116,241	119,300
14	108,446	112,061	115,677	119,292	122,907	126,522	130,138	133,753	137,368	140,983
15	127,562	131,814	136,066	140,318	144,570	148,822	153,073	157,325	161,577	165,829

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.18%**  
**FOR THE LOCALITY PAY AREA OF BURLINGTON-SOUTH BURLINGTON, VT**  
**TOTAL INCREASE: 2.11%**  
**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	\$ 22,130	\$ 22,871	\$ 23,608	\$ 24,339	\$ 25,075	\$ 25,505	\$ 26,232	\$ 26,967	\$ 26,996	\$ 27,682
2	24,882	25,475	26,299	26,996	27,299	28,102	28,904	29,707	30,510	31,313
3	32,579	33,484	34,389	35,294	36,199	37,104	38,009	38,914	39,820	40,725
4	36,570	37,585	38,601	39,616	40,632	41,647	42,662	43,678	44,693	45,709
5	42,053	43,189	44,325	45,461	46,597	47,734	48,870	50,006	51,142	52,279
6	44,347	45,615	46,882	48,150	49,417	50,685	51,952	53,220	54,487	55,755
7	47,871	49,279	50,687	52,095	53,503	54,911	56,319	57,728	59,136	60,544
8	49,896	51,455	53,014	54,573	56,132	57,692	59,251	60,810	62,369	63,928
9	53,388	55,110	56,832	58,554	60,275	61,997	63,719	65,441	67,162	68,884
10	58,793	60,689	62,585	64,481	66,377	68,273	70,169	72,065	73,961	75,857
11	62,511	64,595	66,679	68,763	70,848	72,932	75,016	77,101	79,185	81,269
12	74,924	77,422	79,920	82,418	84,916	87,414	89,912	92,410	94,907	97,405
13	89,095	92,065	95,034	98,004	100,973	103,943	106,912	109,882	112,851	115,821
14	105,283	108,793	112,303	115,813	119,323	122,832	126,342	129,852	133,362	136,872
15	123,842	127,970	132,098	136,226	140,354	144,481	148,609	152,737	156,865	160,993

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.79%**  
**FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC**  
**TOTAL INCREASE: 1.91%**  
**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	\$ 22,246	\$ 22,991	\$ 23,732	\$ 24,466	\$ 25,207	\$ 25,639	\$ 26,370	\$ 27,108	\$ 27,137	\$ 27,828
2	25,013	25,609	26,437	27,137	27,442	28,249	29,056	29,863	30,670	31,477
3	32,750	33,660	34,570	35,480	36,389	37,299	38,209	39,119	40,029	40,938
4	36,762	37,783	38,803	39,824	40,845	41,866	42,886	43,907	44,928	45,949
5	42,273	43,416	44,558	45,700	46,842	47,984	49,127	50,269	51,411	52,553
6	44,580	45,854	47,128	48,402	49,677	50,951	52,225	53,499	54,773	56,048
7	48,122	49,538	50,953	52,369	53,784	55,200	56,615	58,031	59,446	60,862
8	50,158	51,725	53,292	54,860	56,427	57,994	59,562	61,129	62,696	64,264
9	53,669	55,399	57,130	58,861	60,592	62,323	64,053	65,784	67,515	69,246
10	59,102	61,008	62,914	64,820	66,726	68,632	70,538	72,444	74,350	76,256
11	62,839	64,934	67,029	69,124	71,220	73,315	75,410	77,505	79,601	81,696
12	75,318	77,829	80,340	82,851	85,362	87,873	90,384	92,895	95,406	97,917
13	89,563	92,548	95,533	98,518	101,503	104,489	107,474	110,459	113,444	116,429
14	105,836	109,364	112,893	116,421	119,949	123,477	127,006	130,534	134,062	137,590
15	124,492	128,642	132,791	136,941	141,090	145,240	149,390	153,539	157,689	161,838

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.05%**  
**FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI**  
**TOTAL INCREASE: 1.86%**  
**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	\$ 24,391	\$ 25,208	\$ 26,020	\$ 26,825	\$ 27,637	\$ 28,111	\$ 28,912	\$ 29,722	\$ 29,754	\$ 30,510
2	27,424	28,078	28,985	29,754	30,088	30,973	31,858	32,742	33,627	34,512
3	35,908	36,905	37,903	38,900	39,898	40,895	41,893	42,890	43,888	44,885
4	40,306	41,425	42,545	43,664	44,783	45,902	47,021	48,140	49,260	50,379
5	46,349	47,601	48,854	50,106	51,358	52,611	53,863	55,115	56,368	57,620
6	48,878	50,275	51,672	53,069	54,466	55,863	57,260	58,657	60,054	61,451
7	52,762	54,314	55,866	57,418	58,970	60,522	62,074	63,625	65,177	66,729
8	54,994	56,712	58,430	60,149	61,867	63,586	65,304	67,023	68,741	70,460
9	58,843	60,741	62,638	64,536	66,434	68,331	70,229	72,127	74,024	75,922
10	64,800	66,889	68,979	71,069	73,159	75,249	77,338	79,428	81,518	83,608
11	68,897	71,195	73,492	75,789	78,086	80,383	82,681	84,978	87,275	89,572
12	82,579	85,333	88,086	90,839	93,592	96,345	99,098	101,851	104,604	107,357
13	98,198	101,471	104,744	108,017	111,290	114,562	117,835	121,108	124,381	127,654
14	116,040	119,909	123,777	127,645	131,514	135,382	139,251	143,119	146,987	150,856
15	136,495	141,045	145,594	150,144	154,693	159,243	163,793	166,500 *	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.21%**  
**FOR THE LOCALITY PAY AREA OF CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN**  
**TOTAL INCREASE: 1.69%**  
**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	\$ 22,898	\$ 23,665	\$ 24,427	\$ 25,183	\$ 25,945	\$ 26,390	\$ 27,142	\$ 27,902	\$ 27,932	\$ 28,642
2	25,745	26,358	27,211	27,932	28,246	29,076	29,907	30,738	31,568	32,399
3	33,709	34,646	35,582	36,519	37,455	38,391	39,328	40,264	41,201	42,137
4	37,839	38,889	39,940	40,990	42,041	43,092	44,142	45,193	46,244	47,294
5	43,511	44,687	45,863	47,038	48,214	49,389	50,565	51,741	52,916	54,092
6	45,885	47,197	48,508	49,820	51,131	52,443	53,754	55,066	56,377	57,689
7	49,531	50,988	52,445	53,902	55,359	56,816	58,273	59,730	61,187	62,644
8	51,627	53,240	54,853	56,466	58,079	59,693	61,306	62,919	64,532	66,146
9	55,240	57,022	58,803	60,585	62,366	64,148	65,929	67,711	69,492	71,274
10	60,832	62,794	64,756	66,718	68,680	70,641	72,603	74,565	76,527	78,489
11	64,679	66,836	68,992	71,149	73,305	75,462	77,618	79,775	81,932	84,088
12	77,523	80,108	82,692	85,277	87,861	90,446	93,031	95,615	98,200	100,784
13	92,185	95,258	98,331	101,403	104,476	107,548	110,621	113,693	116,766	119,839
14	108,936	112,567	116,199	119,830	123,462	127,093	130,725	134,356	137,988	141,619
15	128,138	132,409	136,680	140,951	145,222	149,493	153,764	158,035	162,306	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.45%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH**  
**TOTAL INCREASE: 1.71%**  
**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	\$ 22,943	\$ 23,712	\$ 24,475	\$ 25,233	\$ 25,997	\$ 26,442	\$ 27,196	\$ 27,958	\$ 27,988	\$ 28,700
2	25,797	26,411	27,265	27,988	28,302	29,134	29,967	30,799	31,631	32,464
3	33,777	34,715	35,653	36,592	37,530	38,468	39,406	40,345	41,283	42,221
4	37,914	38,967	40,020	41,072	42,125	43,178	44,230	45,283	46,336	47,389
5	43,598	44,776	45,954	47,132	48,310	49,488	50,666	51,844	53,022	54,200
6	45,977	47,291	48,605	49,919	51,233	52,548	53,862	55,176	56,490	57,804
7	49,630	51,090	52,550	54,010	55,470	56,929	58,389	59,849	61,309	62,769
8	51,730	53,346	54,963	56,579	58,195	59,812	61,428	63,045	64,661	66,278
9	55,350	57,135	58,921	60,706	62,491	64,276	66,061	67,846	69,631	71,416
10	60,954	62,919	64,885	66,851	68,817	70,782	72,748	74,714	76,680	78,645
11	64,808	66,969	69,130	71,291	73,452	75,612	77,773	79,934	82,095	84,256
12	77,678	80,268	82,858	85,447	88,037	90,627	93,216	95,806	98,396	100,985
13	92,369	95,448	98,527	101,606	104,684	107,763	110,842	113,920	116,999	120,078
14	109,153	112,792	116,431	120,069	123,708	127,347	130,986	134,625	138,263	141,902
15	128,394	132,673	136,953	141,232	145,512	149,792	154,071	158,351	162,630	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.19%**  
**FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO**  
**TOTAL INCREASE: 1.92%**  
**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	\$ 22,322	\$ 23,070	\$ 23,813	\$ 24,550	\$ 25,293	\$ 25,727	\$ 26,460	\$ 27,201	\$ 27,230	\$ 27,923
2	25,099	25,696	26,527	27,230	27,536	28,346	29,156	29,965	30,775	31,585
3	32,862	33,775	34,688	35,601	36,514	37,427	38,340	39,253	40,166	41,079
4	36,888	37,912	38,936	39,961	40,985	42,009	43,033	44,058	45,082	46,106
5	42,418	43,564	44,710	45,856	47,003	48,149	49,295	50,441	51,587	52,733
6	44,733	46,011	47,290	48,568	49,847	51,125	52,404	53,682	54,961	56,239
7	48,287	49,707	51,128	52,548	53,968	55,389	56,809	58,229	59,650	61,070
8	50,330	51,902	53,475	55,048	56,620	58,193	59,766	61,338	62,911	64,484
9	53,852	55,589	57,326	59,063	60,799	62,536	64,273	66,010	67,746	69,483
10	59,304	61,217	63,129	65,042	66,954	68,867	70,779	72,692	74,604	76,517
11	63,054	65,156	67,259	69,361	71,464	73,566	75,668	77,771	79,873	81,976
12	75,576	78,095	80,615	83,135	85,654	88,174	90,693	93,213	95,733	98,252
13	89,869	92,865	95,860	98,856	101,851	104,846	107,842	110,837	113,833	116,828
14	106,199	109,739	113,279	116,820	120,360	123,900	127,441	130,981	134,521	138,062
15	124,919	129,082	133,246	137,410	141,574	145,737	149,901	154,065	158,229	162,393

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.47%**  
**FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH**  
**TOTAL INCREASE: 1.83%**  
**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	\$ 22,757	\$ 23,519	\$ 24,276	\$ 25,028	\$ 25,785	\$ 26,227	\$ 26,975	\$ 27,730	\$ 27,760	\$ 28,466
2	25,587	26,196	27,043	27,760	28,072	28,897	29,723	30,548	31,374	32,200
3	33,502	34,432	35,363	36,294	37,224	38,155	39,086	40,016	40,947	41,878
4	37,606	38,650	39,694	40,738	41,782	42,826	43,871	44,915	45,959	47,003
5	43,243	44,412	45,580	46,749	47,917	49,085	50,254	51,422	52,591	53,759
6	45,603	46,906	48,210	49,513	50,817	52,120	53,423	54,727	56,030	57,334
7	49,226	50,674	52,122	53,570	55,018	56,466	57,914	59,362	60,810	62,258
8	51,309	52,912	54,515	56,119	57,722	59,325	60,929	62,532	64,135	65,738
9	54,900	56,671	58,441	60,212	61,982	63,753	65,523	67,294	69,064	70,835
10	60,458	62,408	64,357	66,307	68,257	70,207	72,156	74,106	76,056	78,006
11	64,281	66,424	68,567	70,711	72,854	74,997	77,141	79,284	81,427	83,570
12	77,046	79,615	82,183	84,752	87,321	89,889	92,458	95,026	97,595	100,164
13	91,618	94,672	97,725	100,779	103,833	106,886	109,940	112,994	116,047	119,101
14	108,265	111,874	115,483	119,092	122,702	126,311	129,920	133,529	137,138	140,748
15	127,349	131,594	135,839	140,083	144,328	148,573	152,818	157,062	161,307	165,552

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.01%**  
**FOR THE LOCALITY PAY AREA OF CORPUS CHRISTI-KINGSVILLE-ALICE, TX**  
**TOTAL INCREASE: 1.96%**  
**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	\$ 22,098	\$ 22,838	\$ 23,573	\$ 24,303	\$ 25,038	\$ 25,468	\$ 26,194	\$ 26,927	\$ 26,956	\$ 27,642
2	24,846	25,438	26,260	26,956	27,259	28,060	28,862	29,664	30,465	31,267
3	32,532	33,435	34,339	35,243	36,146	37,050	37,954	38,858	39,761	40,665
4	36,516	37,530	38,544	39,558	40,572	41,586	42,600	43,614	44,628	45,642
5	41,991	43,126	44,260	45,395	46,529	47,664	48,798	49,933	51,068	52,202
6	44,282	45,548	46,814	48,079	49,345	50,611	51,876	53,142	54,408	55,673
7	47,801	49,207	50,613	52,019	53,425	54,831	56,237	57,643	59,049	60,455
8	49,823	51,380	52,937	54,493	56,050	57,607	59,164	60,721	62,278	63,835
9	53,310	55,029	56,749	58,468	60,187	61,906	63,626	65,345	67,064	68,783
10	58,707	60,600	62,493	64,387	66,280	68,173	70,067	71,960	73,853	75,746
11	62,419	64,500	66,582	68,663	70,744	72,825	74,906	76,988	79,069	81,150
12	74,815	77,309	79,803	82,297	84,792	87,286	89,780	92,274	94,769	97,263
13	88,965	91,930	94,895	97,860	100,825	103,791	106,756	109,721	112,686	115,652
14	105,129	108,634	112,139	115,643	119,148	122,653	126,157	129,662	133,167	136,671
15	123,661	127,783	131,905	136,026	140,148	144,270	148,392	152,514	156,636	160,757

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.21%**  
**FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK**  
**TOTAL INCREASE: 2.07%**  
**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	\$ 23,660	\$ 24,452	\$ 25,239	\$ 26,021	\$ 26,808	\$ 27,268	\$ 28,045	\$ 28,830	\$ 28,861	\$ 29,596
2	26,602	27,236	28,116	28,861	29,186	30,044	30,902	31,760	32,619	33,477
3	34,831	35,799	36,766	37,734	38,701	39,669	40,637	41,604	42,572	43,539
4	39,098	40,183	41,269	42,354	43,440	44,526	45,611	46,697	47,782	48,868
5	44,959	46,174	47,389	48,603	49,818	51,033	52,248	53,462	54,677	55,892
6	47,412	48,767	50,122	51,478	52,833	54,188	55,543	56,898	58,253	59,608
7	51,179	52,685	54,190	55,696	57,201	58,707	60,212	61,717	63,223	64,728
8	53,344	55,011	56,678	58,345	60,012	61,679	63,346	65,013	66,680	68,347
9	57,078	58,919	60,760	62,601	64,441	66,282	68,123	69,964	71,805	73,645
10	62,856	64,884	66,911	68,938	70,965	72,992	75,019	77,046	79,073	81,100
11	66,831	69,060	71,288	73,516	75,745	77,973	80,201	82,429	84,658	86,886
12	80,103	82,774	85,444	88,115	90,785	93,456	96,126	98,797	101,467	104,138
13	95,253	98,428	101,603	104,777	107,952	111,127	114,302	117,477	120,651	123,826
14	112,560	116,313	120,065	123,817	127,570	131,322	135,075	138,827	142,579	146,332
15	132,402	136,815	141,228	145,641	150,054	154,468	158,881	163,294	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.49%**  
**FOR THE LOCALITY PAY AREA OF DAVENPORT-MOLINE, IA-IL**  
**TOTAL INCREASE: 1.76%**  
**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	\$ 22,189	\$ 22,932	\$ 23,671	\$ 24,403	\$ 25,142	\$ 25,573	\$ 26,302	\$ 27,038	\$ 27,068	\$ 27,756
2	24,949	25,543	26,369	27,068	27,372	28,177	28,982	29,786	30,591	31,396
3	32,666	33,574	34,481	35,388	36,296	37,203	38,111	39,018	39,926	40,833
4	36,668	37,686	38,704	39,722	40,740	41,758	42,776	43,794	44,813	45,831
5	42,165	43,304	44,443	45,583	46,722	47,861	49,000	50,140	51,279	52,418
6	44,465	45,736	47,007	48,278	49,549	50,820	52,091	53,362	54,633	55,904
7	47,999	49,410	50,822	52,234	53,646	55,058	56,470	57,882	59,293	60,705
8	50,029	51,592	53,156	54,719	56,282	57,845	59,409	60,972	62,535	64,099
9	53,531	55,257	56,983	58,710	60,436	62,163	63,889	65,615	67,342	69,068
10	58,950	60,851	62,752	64,653	66,554	68,455	70,356	72,258	74,159	76,060
11	62,677	64,767	66,857	68,947	71,037	73,127	75,216	77,306	79,396	81,486
12	75,124	77,629	80,133	82,638	85,143	87,647	90,152	92,656	95,161	97,665
13	89,333	92,310	95,288	98,265	101,243	104,220	107,198	110,175	113,153	116,130
14	105,564	109,084	112,603	116,122	119,641	123,160	126,679	130,199	133,718	137,237
15	124,173	128,311	132,450	136,589	140,728	144,867	149,006	153,145	157,284	161,423

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.61%**  
**FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH**  
**TOTAL INCREASE: 1.83%**  
**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	\$ 22,593	\$ 23,350	\$ 24,102	\$ 24,848	\$ 25,600	\$ 26,038	\$ 26,781	\$ 27,531	\$ 27,560	\$ 28,261
2	25,403	26,008	26,849	27,560	27,870	28,689	29,509	30,329	31,148	31,968
3	33,261	34,185	35,109	36,033	36,957	37,880	38,804	39,728	40,652	41,576
4	37,335	38,372	39,408	40,445	41,481	42,518	43,555	44,591	45,628	46,665
5	42,932	44,092	45,252	46,412	47,572	48,732	49,892	51,052	52,212	53,372
6	45,275	46,569	47,863	49,157	50,451	51,745	53,039	54,333	55,627	56,921
7	48,872	50,310	51,747	53,185	54,622	56,060	57,497	58,935	60,372	61,810
8	50,939	52,531	54,123	55,715	57,306	58,898	60,490	62,082	63,673	65,265
9	54,505	56,263	58,020	59,778	61,536	63,294	65,052	66,809	68,567	70,325
10	60,023	61,958	63,894	65,830	67,765	69,701	71,637	73,573	75,508	77,444
11	63,818	65,946	68,074	70,202	72,330	74,457	76,585	78,713	80,841	82,969
12	76,492	79,042	81,592	84,142	86,692	89,242	91,792	94,342	96,893	99,443
13	90,958	93,990	97,022	100,053	103,085	106,117	109,148	112,180	115,212	118,243
14	107,486	111,069	114,652	118,235	121,818	125,402	128,985	132,568	136,151	139,734
15	126,432	130,647	134,861	139,075	143,289	147,503	151,718	155,932	160,146	164,360

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.30%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO**  
**TOTAL INCREASE: 2.07%**  
**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	\$ 24,058	\$ 24,863	\$ 25,664	\$ 26,459	\$ 27,259	\$ 27,727	\$ 28,517	\$ 29,315	\$ 29,347	\$ 30,094
2	27,050	27,694	28,589	29,347	29,677	30,549	31,422	32,295	33,168	34,040
3	35,417	36,401	37,385	38,369	39,353	40,336	41,320	42,304	43,288	44,272
4	39,755	40,859	41,963	43,067	44,171	45,275	46,379	47,482	48,586	49,690
5	45,716	46,951	48,186	49,421	50,656	51,892	53,127	54,362	55,597	56,832
6	48,210	49,588	50,966	52,344	53,722	55,100	56,478	57,856	59,233	60,611
7	52,041	53,571	55,102	56,633	58,164	59,694	61,225	62,756	64,287	65,817
8	54,242	55,937	57,632	59,327	61,022	62,717	64,412	66,107	67,802	69,497
9	58,039	59,910	61,782	63,654	65,526	67,397	69,269	71,141	73,013	74,885
10	63,914	65,975	68,037	70,098	72,159	74,220	76,281	78,343	80,404	82,465
11	67,956	70,222	72,487	74,753	77,019	79,285	81,551	83,816	86,082	88,348
12	81,451	84,166	86,882	89,597	92,313	95,028	97,744	100,459	103,174	105,890
13	96,856	100,084	103,312	106,540	109,769	112,997	116,225	119,453	122,682	125,910
14	114,454	118,270	122,085	125,901	129,716	133,532	137,347	141,163	144,979	148,794
15	134,629	139,117	143,604	148,092	152,579	157,067	161,554	166,042	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.81%**  
**FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI**  
**TOTAL INCREASE: 1.85%**  
**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	\$ 24,155	\$ 24,964	\$ 25,768	\$ 26,565	\$ 27,369	\$ 27,839	\$ 28,632	\$ 29,434	\$ 29,466	\$ 30,215
2	27,159	27,806	28,705	29,466	29,797	30,673	31,549	32,425	33,302	34,178
3	35,560	36,548	37,536	38,524	39,511	40,499	41,487	42,475	43,463	44,451
4	39,916	41,024	42,133	43,241	44,349	45,458	46,566	47,674	48,783	49,891
5	45,900	47,140	48,381	49,621	50,861	52,101	53,341	54,582	55,822	57,062
6	48,405	49,788	51,172	52,555	53,939	55,322	56,706	58,089	59,473	60,856
7	52,251	53,788	55,325	56,862	58,399	59,935	61,472	63,009	64,546	66,083
8	54,461	56,163	57,865	59,566	61,268	62,970	64,672	66,374	68,075	69,777
9	58,273	60,152	62,032	63,911	65,790	67,670	69,549	71,428	73,308	75,187
10	64,172	66,242	68,311	70,381	72,450	74,520	76,589	78,659	80,729	82,798
11	68,230	70,505	72,780	75,055	77,330	79,605	81,880	84,155	86,430	88,705
12	81,780	84,506	87,233	89,959	92,685	95,412	98,138	100,865	103,591	106,318
13	97,247	100,488	103,729	106,971	110,212	113,453	116,694	119,936	123,177	126,418
14	114,916	118,747	122,578	126,409	130,240	134,071	137,902	141,733	145,564	149,395
15	135,173	139,679	144,184	148,690	153,195	157,701	162,206	166,500 *	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.65%**  
**FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA**  
**TOTAL INCREASE: 1.84%**  
**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	\$ 22,219	\$ 22,964	\$ 23,703	\$ 24,437	\$ 25,177	\$ 25,608	\$ 26,338	\$ 27,076	\$ 27,105	\$ 27,794
2	24,983	25,578	26,405	27,105	27,409	28,215	29,021	29,827	30,633	31,440
3	32,711	33,620	34,528	35,437	36,346	37,255	38,163	39,072	39,981	40,889
4	36,718	37,737	38,757	39,776	40,796	41,816	42,835	43,855	44,874	45,894
5	42,223	43,363	44,504	45,645	46,786	47,927	49,068	50,208	51,349	52,490
6	44,526	45,799	47,072	48,344	49,617	50,890	52,162	53,435	54,708	55,980
7	48,064	49,478	50,892	52,306	53,720	55,133	56,547	57,961	59,375	60,789
8	50,098	51,663	53,229	54,794	56,359	57,925	59,490	61,056	62,621	64,187
9	53,604	55,333	57,062	58,790	60,519	62,248	63,977	65,705	67,434	69,163
10	59,031	60,934	62,838	64,742	66,646	68,549	70,453	72,357	74,261	76,164
11	62,764	64,856	66,949	69,042	71,134	73,227	75,320	77,412	79,505	81,598
12	75,228	77,736	80,244	82,752	85,259	87,767	90,275	92,783	95,291	97,799
13	89,455	92,437	95,419	98,400	101,382	104,363	107,345	110,326	113,308	116,290
14	105,709	109,233	112,757	116,281	119,805	123,329	126,853	130,377	133,901	137,425
15	124,343	128,488	132,632	136,777	140,921	145,066	149,211	153,355	157,500	161,644

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.87%**  
**FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA**  
**TOTAL INCREASE: 1.92%**  
**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	\$ 24,547	\$ 25,369	\$ 26,186	\$ 26,997	\$ 27,814	\$ 28,291	\$ 29,098	\$ 29,912	\$ 29,944	\$ 30,706
2	27,600	28,257	29,171	29,944	30,281	31,171	32,062	32,952	33,843	34,733
3	36,138	37,142	38,146	39,149	40,153	41,157	42,161	43,165	44,169	45,173
4	40,564	41,691	42,817	43,943	45,070	46,196	47,322	48,449	49,575	50,701
5	46,646	47,906	49,166	50,427	51,687	52,948	54,208	55,468	56,729	57,989
6	49,191	50,597	52,003	53,409	54,815	56,221	57,627	59,033	60,439	61,845
7	53,100	54,661	56,223	57,785	59,347	60,909	62,471	64,033	65,595	67,157
8	55,346	57,075	58,805	60,534	62,264	63,993	65,722	67,452	69,181	70,911
9	59,220	61,129	63,039	64,949	66,859	68,769	70,679	72,589	74,498	76,408
10	65,215	67,318	69,421	71,524	73,627	75,730	77,834	79,937	82,040	84,143
11	69,339	71,650	73,962	76,274	78,586	80,898	83,210	85,522	87,834	90,146
12	83,108	85,879	88,650	91,420	94,191	96,962	99,732	102,503	105,274	108,045
13	98,827	102,120	105,414	108,708	112,002	115,296	118,590	121,884	125,178	128,472
14	116,783	120,676	124,570	128,463	132,356	136,249	140,142	144,035	147,929	151,822
15	137,369	141,948	146,526	151,105	155,684	160,263	164,841	166,500 *	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.54%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX**  
**TOTAL INCREASE: 2.02%**  
**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	\$ 25,246	\$ 26,092	\$ 26,932	\$ 27,766	\$ 28,606	\$ 29,097	\$ 29,926	\$ 30,764	\$ 30,797	\$ 31,580
2	28,386	29,062	30,002	30,797	31,143	32,059	32,975	33,890	34,806	35,722
3	37,167	38,199	39,232	40,264	41,297	42,329	43,362	44,394	45,427	46,459
4	41,720	42,878	44,036	45,195	46,353	47,512	48,670	49,828	50,987	52,145
5	47,974	49,270	50,567	51,863	53,159	54,455	55,752	57,048	58,344	59,640
6	50,592	52,038	53,484	54,930	56,376	57,822	59,268	60,714	62,160	63,606
7	54,612	56,218	57,825	59,431	61,037	62,644	64,250	65,856	67,463	69,069
8	56,922	58,701	60,479	62,258	64,037	65,815	67,594	69,373	71,151	72,930
9	60,906	62,870	64,835	66,799	68,763	70,727	72,692	74,656	76,620	78,584
10	67,072	69,235	71,398	73,561	75,724	77,887	80,050	82,213	84,376	86,539
11	71,313	73,691	76,069	78,446	80,824	83,202	85,580	87,958	90,335	92,713
12	85,475	88,325	91,174	94,024	96,873	99,723	102,573	105,422	108,272	111,122
13	101,641	105,029	108,416	111,804	115,192	118,580	121,967	125,355	128,743	132,130
14	120,109	124,113	128,117	132,121	136,125	140,129	144,133	148,137	152,141	156,145
15	141,281	145,990	150,699	155,408	160,118	164,827	166,500 *	166,500 *	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.18%**  
**FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL**  
**TOTAL INCREASE: 1.99%**  
**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	\$ 22,701	\$ 23,462	\$ 24,217	\$ 24,967	\$ 25,723	\$ 26,164	\$ 26,910	\$ 27,663	\$ 27,693	\$ 28,397
2	25,525	26,133	26,978	27,693	28,004	28,827	29,651	30,474	31,298	32,121
3	33,420	34,349	35,277	36,206	37,134	38,063	38,991	39,919	40,848	41,776
4	37,514	38,556	39,598	40,639	41,681	42,722	43,764	44,806	45,847	46,889
5	43,138	44,304	45,470	46,635	47,801	48,966	50,132	51,297	52,463	53,629
6	45,492	46,792	48,093	49,393	50,693	51,993	53,294	54,594	55,894	57,194
7	49,107	50,551	51,996	53,440	54,885	56,329	57,774	59,218	60,663	62,107
8	51,184	52,784	54,383	55,982	57,582	59,181	60,781	62,380	63,979	65,579
9	54,767	56,533	58,299	60,066	61,832	63,598	65,364	67,131	68,897	70,663
10	60,311	62,256	64,201	66,146	68,091	70,036	71,981	73,926	75,871	77,816
11	64,125	66,263	68,401	70,539	72,677	74,815	76,953	79,091	81,230	83,368
12	76,859	79,422	81,984	84,546	87,109	89,671	92,233	94,796	97,358	99,921
13	91,396	94,442	97,488	100,534	103,581	106,627	109,673	112,719	115,765	118,812
14	108,002	111,603	115,203	118,803	122,404	126,004	129,605	133,205	136,806	140,406
15	127,040	131,274	135,509	139,743	143,978	148,212	152,447	156,681	160,916	165,150

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.57%**  
**FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN**  
**TOTAL INCREASE: 1.70%**  
**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	\$ 22,204	\$ 22,948	\$ 23,687	\$ 24,420	\$ 25,159	\$ 25,591	\$ 26,320	\$ 27,057	\$ 27,086	\$ 27,775
2	24,966	25,560	26,387	27,086	27,390	28,196	29,001	29,807	30,612	31,418
3	32,689	33,597	34,505	35,413	36,321	37,229	38,137	39,045	39,953	40,861
4	36,693	37,712	38,730	39,749	40,768	41,787	42,806	43,824	44,843	45,862
5	42,194	43,334	44,474	45,614	46,754	47,894	49,034	50,174	51,314	52,454
6	44,496	45,768	47,039	48,311	49,583	50,855	52,127	53,398	54,670	55,942
7	48,032	49,444	50,857	52,270	53,683	55,096	56,508	57,921	59,334	60,747
8	50,063	51,628	53,192	54,756	56,321	57,885	59,450	61,014	62,578	64,143
9	53,567	55,295	57,023	58,750	60,478	62,205	63,933	65,660	67,388	69,116
10	58,990	60,893	62,795	64,698	66,600	68,502	70,405	72,307	74,210	76,112
11	62,720	64,812	66,903	68,994	71,086	73,177	75,268	77,359	79,451	81,542
12	75,176	77,682	80,189	82,695	85,201	87,707	90,214	92,720	95,226	97,732
13	89,394	92,374	95,353	98,333	101,312	104,292	107,271	110,251	113,230	116,210
14	105,637	109,158	112,680	116,202	119,723	123,245	126,766	130,288	133,810	137,331
15	124,258	128,400	132,541	136,683	140,825	144,966	149,108	153,250	157,392	161,533

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.60%**  
**FOR THE LOCALITY PAY AREA OF KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS**  
**TOTAL INCREASE: 1.84%**  
**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	\$ 22,210	\$ 22,954	\$ 23,693	\$ 24,427	\$ 25,166	\$ 25,597	\$ 26,327	\$ 27,064	\$ 27,093	\$ 27,782
2	24,972	25,567	26,394	27,093	27,398	28,203	29,009	29,815	30,620	31,426
3	32,697	33,605	34,514	35,422	36,330	37,239	38,147	39,055	39,963	40,872
4	36,702	37,721	38,740	39,759	40,779	41,798	42,817	43,836	44,855	45,874
5	42,205	43,345	44,485	45,626	46,766	47,906	49,047	50,187	51,327	52,468
6	44,507	45,779	47,052	48,324	49,596	50,868	52,140	53,412	54,684	55,956
7	48,044	49,457	50,870	52,283	53,697	55,110	56,523	57,936	59,349	60,763
8	50,076	51,641	53,206	54,771	56,335	57,900	59,465	61,030	62,594	64,159
9	53,581	55,309	57,037	58,765	60,493	62,221	63,949	65,677	67,405	69,133
10	59,005	60,908	62,811	64,714	66,617	68,520	70,423	72,326	74,229	76,132
11	62,737	64,828	66,920	69,012	71,104	73,196	75,287	77,379	79,471	81,563
12	75,195	77,702	80,209	82,716	85,223	87,730	90,237	92,744	95,251	97,757
13	89,417	92,397	95,378	98,358	101,338	104,319	107,299	110,279	113,259	116,240
14	105,664	109,187	112,709	116,232	119,754	123,277	126,799	130,321	133,844	137,366
15	124,290	128,433	132,575	136,718	140,861	145,004	149,147	153,289	157,432	161,575

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.22%**  
**FOR THE LOCALITY PAY AREA OF LAREDO, TX**  
**TOTAL INCREASE: 2.11%**  
**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	\$ 22,519	\$ 23,273	\$ 24,022	\$ 24,766	\$ 25,515	\$ 25,953	\$ 26,693	\$ 27,440	\$ 27,470	\$ 28,168
2	25,319	25,922	26,760	27,470	27,778	28,595	29,412	30,229	31,046	31,863
3	33,151	34,072	34,993	35,914	36,835	37,756	38,677	39,598	40,519	41,440
4	37,212	38,245	39,279	40,312	41,345	42,378	43,412	44,445	45,478	46,511
5	42,791	43,947	45,103	46,259	47,416	48,572	49,728	50,884	52,040	53,197
6	45,126	46,416	47,705	48,995	50,285	51,575	52,864	54,154	55,444	56,734
7	48,711	50,144	51,577	53,010	54,443	55,876	57,308	58,741	60,174	61,607
8	50,772	52,358	53,945	55,531	57,118	58,705	60,291	61,878	63,464	65,051
9	54,326	56,078	57,830	59,582	61,334	63,086	64,838	66,590	68,342	70,094
10	59,825	61,755	63,684	65,613	67,543	69,472	71,401	73,331	75,260	77,189
11	63,608	65,729	67,850	69,971	72,092	74,213	76,333	78,454	80,575	82,696
12	76,240	78,782	81,324	83,865	86,407	88,949	91,490	94,032	96,574	99,116
13	90,659	93,681	96,703	99,724	102,746	105,768	108,790	111,811	114,833	117,855
14	107,132	110,704	114,275	117,846	121,418	124,989	128,561	132,132	135,704	139,275
15	126,017	130,217	134,417	138,618	142,818	147,018	151,219	155,419	159,619	163,820

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.04%**  
**FOR THE LOCALITY PAY AREA OF LAS VEGAS-HENDERSON, NV-AZ**  
**TOTAL INCREASE: 1.88%**  
**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	\$ 22,294	\$ 23,040	\$ 23,783	\$ 24,519	\$ 25,261	\$ 25,694	\$ 26,426	\$ 27,166	\$ 27,195	\$ 27,887
2	25,066	25,663	26,493	27,195	27,501	28,310	29,118	29,927	30,736	31,545
3	32,820	33,732	34,644	35,556	36,467	37,379	38,291	39,203	40,114	41,026
4	36,841	37,864	38,887	39,909	40,932	41,955	42,978	44,001	45,024	46,047
5	42,364	43,508	44,653	45,798	46,942	48,087	49,232	50,376	51,521	52,666
6	44,675	45,952	47,229	48,506	49,783	51,060	52,337	53,614	54,891	56,167
7	48,225	49,644	51,062	52,481	53,899	55,318	56,736	58,155	59,573	60,992
8	50,265	51,836	53,407	54,977	56,548	58,119	59,689	61,260	62,831	64,401
9	53,783	55,518	57,252	58,987	60,722	62,456	64,191	65,925	67,660	69,394
10	59,228	61,138	63,048	64,958	66,868	68,779	70,689	72,599	74,509	76,419
11	62,973	65,073	67,173	69,272	71,372	73,472	75,572	77,671	79,771	81,871
12	75,479	77,995	80,512	83,028	85,545	88,061	90,577	93,094	95,610	98,126
13	89,754	92,746	95,738	98,729	101,721	104,712	107,704	110,695	113,687	116,678
14	106,063	109,599	113,134	116,670	120,206	123,742	127,277	130,813	134,349	137,885
15	124,759	128,917	133,076	137,234	141,393	145,551	149,709	153,868	158,026	162,185

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 31.47%**  
**FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA**  
**TOTAL INCREASE: 2.10%**  
**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	\$ 25,042	\$ 25,881	\$ 26,715	\$ 27,542	\$ 28,375	\$ 28,862	\$ 29,685	\$ 30,516	\$ 30,548	\$ 31,325
2	28,157	28,827	29,760	30,548	30,892	31,800	32,708	33,617	34,525	35,434
3	36,867	37,891	38,915	39,939	40,963	41,988	43,012	44,036	45,060	46,084
4	41,383	42,532	43,681	44,830	45,979	47,128	48,277	49,426	50,575	51,724
5	47,587	48,873	50,158	51,444	52,730	54,016	55,302	56,587	57,873	59,159
6	50,183	51,618	53,052	54,486	55,921	57,355	58,789	60,224	61,658	63,092
7	54,171	55,764	57,358	58,951	60,545	62,138	63,731	65,325	66,918	68,512
8	56,462	58,227	59,991	61,755	63,520	65,284	67,048	68,813	70,577	72,341
9	60,414	62,363	64,311	66,260	68,208	70,156	72,105	74,053	76,001	77,950
10	66,530	68,676	70,822	72,967	75,113	77,258	79,404	81,550	83,695	85,841
11	70,737	73,096	75,455	77,813	80,172	82,530	84,889	87,247	89,606	91,965
12	84,785	87,612	90,438	93,265	96,091	98,918	101,745	104,571	107,398	110,224
13	100,820	104,181	107,541	110,902	114,262	117,622	120,983	124,343	127,703	131,064
14	119,139	123,111	127,083	131,055	135,026	138,998	142,970	146,941	150,913	154,885
15	140,140	144,812	149,483	154,154	158,825	163,496	166,500 *	166,500 *	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.12%**  
**FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL**  
**TOTAL INCREASE: 1.80%**  
**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	\$ 23,452	\$ 24,237	\$ 25,018	\$ 25,792	\$ 26,573	\$ 27,029	\$ 27,799	\$ 28,577	\$ 28,608	\$ 29,336
2	26,369	26,997	27,869	28,608	28,930	29,780	30,631	31,482	32,333	33,183
3	34,525	35,484	36,444	37,403	38,362	39,321	40,280	41,239	42,198	43,157
4	38,754	39,831	40,907	41,983	43,059	44,135	45,211	46,287	47,363	48,439
5	44,565	45,769	46,973	48,177	49,381	50,585	51,789	52,993	54,197	55,402
6	46,996	48,339	49,683	51,026	52,369	53,712	55,056	56,399	57,742	59,085
7	50,730	52,223	53,715	55,207	56,699	58,191	59,684	61,176	62,668	64,160
8	52,876	54,529	56,181	57,833	59,485	61,138	62,790	64,442	66,095	67,747
9	56,577	58,402	60,227	62,051	63,876	65,701	67,525	69,350	71,174	72,999
10	62,305	64,314	66,324	68,333	70,342	72,351	74,361	76,370	78,379	80,389
11	66,245	68,453	70,662	72,871	75,080	77,289	79,497	81,706	83,915	86,124
12	79,400	82,047	84,694	87,341	89,988	92,635	95,283	97,930	100,577	103,224
13	94,417	97,564	100,711	103,858	107,005	110,152	113,299	116,446	119,593	122,740
14	111,573	115,292	119,011	122,731	126,450	130,170	133,889	137,609	141,328	145,048
15	131,240	135,614	139,989	144,363	148,738	153,112	157,486	161,861	166,235	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.58%**  
**FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI**  
**TOTAL INCREASE: 1.77%**  
**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	\$ 22,968	\$ 23,737	\$ 24,502	\$ 25,260	\$ 26,025	\$ 26,471	\$ 27,226	\$ 27,988	\$ 28,018	\$ 28,731
2	25,825	26,440	27,294	28,018	28,333	29,166	29,999	30,832	31,666	32,499
3	33,813	34,752	35,692	36,631	37,570	38,510	39,449	40,388	41,328	42,267
4	37,955	39,009	40,063	41,117	42,170	43,224	44,278	45,332	46,386	47,440
5	43,645	44,824	46,004	47,183	48,362	49,541	50,721	51,900	53,079	54,259
6	46,027	47,342	48,658	49,973	51,289	52,604	53,920	55,235	56,551	57,866
7	49,684	51,145	52,607	54,068	55,530	56,991	58,452	59,914	61,375	62,837
8	51,785	53,404	55,022	56,640	58,258	59,876	61,495	63,113	64,731	66,349
9	55,410	57,197	58,984	60,771	62,558	64,345	66,132	67,919	69,706	71,493
10	61,020	62,987	64,955	66,923	68,891	70,859	72,827	74,795	76,762	78,730
11	64,878	67,041	69,204	71,368	73,531	75,694	77,857	80,021	82,184	84,347
12	77,762	80,355	82,947	85,539	88,132	90,724	93,317	95,909	98,502	101,094
13	92,469	95,551	98,633	101,715	104,797	107,879	110,961	114,043	117,125	120,207
14	109,271	112,914	116,556	120,199	123,842	127,484	131,127	134,770	138,413	142,055
15	128,532	132,816	137,101	141,385	145,669	149,953	154,237	158,522	162,806	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.00%**  
**FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI**  
**TOTAL INCREASE: 1.92%**  
**EFFECTIVE JANUARY 2019**

*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	\$ 23,620	\$ 24,411	\$ 25,197	\$ 25,977	\$ 26,763	\$ 27,222	\$ 27,998	\$ 28,782	\$ 28,813	\$ 29,545
2	26,557	27,189	28,069	28,813	29,136	29,993	30,850	31,707	32,564	33,420
3	34,772	35,738	36,704	37,670	38,636	39,602	40,568	41,534	42,500	43,466
4	39,031	40,115	41,199	42,283	43,367	44,450	45,534	46,618	47,702	48,785
5	44,883	46,096	47,308	48,521	49,734	50,947	52,159	53,372	54,585	55,798
6	47,332	48,685	50,038	51,391	52,743	54,096	55,449	56,802	58,155	59,508
7	51,093	52,596	54,099	55,602	57,104	58,607	60,110	61,613	63,116	64,619
8	53,254	54,918	56,582	58,247	59,911	61,575	63,239	64,903	66,567	68,231
9	56,982	58,819	60,657	62,495	64,332	66,170	68,008	69,845	71,683	73,521
10	62,750	64,774	66,798	68,821	70,845	72,869	74,892	76,916	78,940	80,963
11	66,718	68,943	71,167	73,392	75,616	77,841	80,066	82,290	84,515	86,739
12	79,968	82,634	85,300	87,966	90,632	93,298	95,964	98,630	101,296	103,962
13	95,092	98,261	101,431	104,600	107,770	110,939	114,109	117,278	120,447	123,617
14	112,370	116,116	119,862	123,608	127,354	131,100	134,846	138,592	142,338	146,084
15	132,178	136,584	140,989	145,395	149,801	154,206	158,612	163,018	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.06%**  
**FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA**  
**TOTAL INCREASE: 2.11%**  
**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	\$ 25,345	\$ 26,194	\$ 27,038	\$ 27,875	\$ 28,718	\$ 29,211	\$ 30,044	\$ 30,885	\$ 30,918	\$ 31,704
2	28,497	29,176	30,119	30,918	31,265	32,185	33,104	34,023	34,943	35,862
3	37,313	38,349	39,386	40,422	41,459	42,495	43,532	44,568	45,605	46,642
4	41,883	43,046	44,209	45,372	46,535	47,698	48,861	50,024	51,187	52,350
5	48,162	49,464	50,765	52,066	53,368	54,669	55,970	57,272	58,573	59,874
6	50,790	52,242	53,694	55,145	56,597	58,049	59,500	60,952	62,404	63,855
7	54,826	56,439	58,051	59,664	61,277	62,889	64,502	66,115	67,728	69,340
8	57,145	58,931	60,717	62,502	64,288	66,074	67,859	69,645	71,431	73,216
9	61,145	63,117	65,089	67,061	69,033	71,005	72,977	74,949	76,921	78,893
10	67,335	69,507	71,678	73,850	76,021	78,193	80,364	82,536	84,707	86,879
11	71,593	73,980	76,367	78,754	81,141	83,528	85,916	88,303	90,690	93,077
12	85,810	88,671	91,532	94,393	97,254	100,114	102,975	105,836	108,697	111,558
13	102,040	105,441	108,842	112,243	115,644	119,045	122,446	125,847	129,248	132,649
14	120,580	124,600	128,620	132,640	136,659	140,679	144,699	148,719	152,738	156,758
15	141,835	146,563	151,291	156,018	160,746	165,473	166,500 *	166,500 *	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.87%**  
**FOR THE LOCALITY PAY AREA OF OMAHA-COUNCIL BLUFFS-FREMONT, NE-IA**  
**TOTAL INCREASE: 1.84%**  
**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	\$ 22,071	\$ 22,810	\$ 23,545	\$ 24,274	\$ 25,008	\$ 25,437	\$ 26,162	\$ 26,895	\$ 26,924	\$ 27,608
2	24,816	25,407	26,228	26,924	27,226	28,027	28,827	29,628	30,429	31,229
3	32,492	33,395	34,298	35,200	36,103	37,005	37,908	38,811	39,713	40,616
4	36,472	37,485	38,498	39,511	40,523	41,536	42,549	43,561	44,574	45,587
5	41,940	43,074	44,207	45,340	46,473	47,606	48,740	49,873	51,006	52,139
6	44,229	45,493	46,757	48,021	49,285	50,549	51,814	53,078	54,342	55,606
7	47,743	49,147	50,552	51,956	53,360	54,765	56,169	57,573	58,978	60,382
8	49,763	51,318	52,873	54,428	55,983	57,538	59,093	60,648	62,202	63,757
9	53,246	54,963	56,680	58,397	60,115	61,832	63,549	65,266	66,983	68,700
10	58,636	60,527	62,418	64,309	66,200	68,091	69,982	71,873	73,764	75,655
11	62,344	64,423	66,501	68,580	70,659	72,737	74,816	76,895	78,974	81,052
12	74,725	77,216	79,707	82,198	84,689	87,181	89,672	92,163	94,654	97,145
13	88,857	91,819	94,781	97,742	100,704	103,665	106,627	109,589	112,550	115,512
14	105,003	108,503	112,003	115,504	119,004	122,505	126,005	129,506	133,006	136,506
15	123,512	127,628	131,745	135,862	139,979	144,096	148,213	152,330	156,447	160,563

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.33%**  
**FOR THE LOCALITY PAY AREA OF PALM BAY-MELBOURNE-TITUSVILLE, FL**  
**TOTAL INCREASE: 1.75%**  
**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	\$ 22,159	\$ 22,901	\$ 23,638	\$ 24,370	\$ 25,108	\$ 25,538	\$ 26,266	\$ 27,001	\$ 27,030	\$ 27,718
2	24,914	25,508	26,332	27,030	27,334	28,138	28,942	29,746	30,549	31,353
3	32,621	33,527	34,434	35,340	36,246	37,152	38,059	38,965	39,871	40,777
4	36,617	37,634	38,651	39,667	40,684	41,701	42,718	43,734	44,751	45,768
5	42,107	43,245	44,382	45,520	46,658	47,795	48,933	50,071	51,208	52,346
6	44,404	45,673	46,943	48,212	49,481	50,750	52,019	53,288	54,558	55,827
7	47,933	49,343	50,752	52,162	53,572	54,982	56,392	57,802	59,212	60,622
8	49,960	51,521	53,083	54,644	56,205	57,766	59,327	60,888	62,449	64,011
9	53,457	55,181	56,905	58,629	60,353	62,077	63,801	65,525	67,249	68,973
10	58,869	60,767	62,666	64,564	66,463	68,361	70,260	72,158	74,057	75,955
11	62,591	64,678	66,765	68,852	70,939	73,026	75,113	77,200	79,287	81,374
12	75,021	77,522	80,023	82,525	85,026	87,527	90,028	92,529	95,030	97,531
13	89,210	92,183	95,157	98,130	101,104	104,077	107,050	110,024	112,997	115,971
14	105,419	108,934	112,448	115,962	119,477	122,991	126,505	130,020	133,534	137,048
15	124,002	128,135	132,268	136,402	140,535	144,668	148,801	152,934	157,068	161,201

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.30%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD**  
**TOTAL INCREASE: 1.98%**  
**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	\$ 23,867	\$ 24,667	\$ 25,461	\$ 26,249	\$ 27,043	\$ 27,507	\$ 28,291	\$ 29,083	\$ 29,115	\$ 29,855
2	26,836	27,475	28,363	29,115	29,442	30,308	31,173	32,039	32,905	33,771
3	35,137	36,113	37,089	38,065	39,041	40,017	40,993	41,969	42,945	43,921
4	39,441	40,536	41,631	42,726	43,821	44,916	46,011	47,107	48,202	49,297
5	45,354	46,579	47,804	49,030	50,255	51,481	52,706	53,932	55,157	56,382
6	47,828	49,195	50,562	51,929	53,296	54,663	56,030	57,397	58,764	60,131
7	51,629	53,147	54,666	56,185	57,703	59,222	60,740	62,259	63,778	65,296
8	53,813	55,494	57,176	58,857	60,539	62,220	63,902	65,583	67,265	68,946
9	57,579	59,436	61,293	63,150	65,007	66,864	68,721	70,578	72,435	74,292
10	63,408	65,453	67,498	69,543	71,588	73,633	75,677	77,722	79,767	81,812
11	67,418	69,666	71,913	74,161	76,409	78,657	80,905	83,153	85,401	87,649
12	80,806	83,500	86,194	88,888	91,582	94,276	96,970	99,664	102,358	105,052
13	96,089	99,291	102,494	105,697	108,899	112,102	115,305	118,507	121,710	124,913
14	113,548	117,333	121,119	124,904	128,689	132,475	136,260	140,045	143,831	147,616
15	133,564	138,015	142,467	146,919	151,371	155,823	160,275	164,727	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.60%**  
**FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ**  
**TOTAL INCREASE: 1.83%**  
**EFFECTIVE JANUARY 2019**

*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	\$ 22,781	\$ 23,544	\$ 24,303	\$ 25,055	\$ 25,813	\$ 26,256	\$ 27,004	\$ 27,760	\$ 27,790	\$ 28,497
2	25,615	26,225	27,073	27,790	28,102	28,929	29,755	30,582	31,408	32,235
3	33,538	34,470	35,402	36,333	37,265	38,197	39,128	40,060	40,992	41,923
4	37,646	38,692	39,737	40,782	41,828	42,873	43,918	44,964	46,009	47,054
5	43,290	44,460	45,630	46,799	47,969	49,139	50,309	51,478	52,648	53,818
6	45,653	46,957	48,262	49,567	50,872	52,177	53,482	54,786	56,091	57,396
7	49,280	50,730	52,179	53,629	55,078	56,528	57,977	59,427	60,876	62,326
8	51,365	52,970	54,575	56,180	57,785	59,390	60,995	62,600	64,205	65,810
9	54,960	56,732	58,505	60,277	62,050	63,822	65,595	67,367	69,140	70,912
10	60,524	62,475	64,427	66,379	68,331	70,283	72,235	74,187	76,139	78,090
11	64,351	66,496	68,642	70,788	72,933	75,079	77,225	79,370	81,516	83,661
12	77,130	79,701	82,273	84,844	87,416	89,987	92,558	95,130	97,701	100,273
13	91,718	94,775	97,832	100,889	103,946	107,003	110,060	113,116	116,173	119,230
14	108,383	111,996	115,609	119,222	122,835	126,448	130,061	133,675	137,288	140,901
15	127,488	131,737	135,986	140,236	144,485	148,735	152,984	157,233	161,483	165,732

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.86%**  
**FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV**  
**TOTAL INCREASE: 1.84%**  
**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	\$ 22,640	\$ 23,399	\$ 24,152	\$ 24,900	\$ 25,654	\$ 26,093	\$ 26,837	\$ 27,589	\$ 27,618	\$ 28,321
2	25,456	26,062	26,905	27,618	27,929	28,750	29,571	30,393	31,214	32,035
3	33,331	34,257	35,183	36,108	37,034	37,960	38,886	39,812	40,738	41,664
4	37,414	38,452	39,491	40,530	41,569	42,608	43,647	44,685	45,724	46,763
5	43,023	44,185	45,347	46,510	47,672	48,835	49,997	51,160	52,322	53,485
6	45,370	46,667	47,964	49,260	50,557	51,854	53,151	54,447	55,744	57,041
7	48,975	50,416	51,856	53,297	54,737	56,178	57,619	59,059	60,500	61,940
8	51,047	52,642	54,237	55,832	57,427	59,022	60,617	62,213	63,808	65,403
9	54,620	56,381	58,143	59,904	61,666	63,427	65,189	66,950	68,712	70,473
10	60,149	62,089	64,029	65,968	67,908	69,848	71,788	73,728	75,667	77,607
11	63,953	66,085	68,217	70,350	72,482	74,614	76,747	78,879	81,011	83,144
12	76,653	79,208	81,764	84,319	86,875	89,430	91,986	94,541	97,097	99,652
13	91,150	94,188	97,226	100,264	103,302	106,340	109,379	112,417	115,455	118,493
14	107,712	111,303	114,894	118,484	122,075	125,666	129,257	132,847	136,438	140,029
15	126,699	130,922	135,145	139,368	143,591	147,814	152,037	156,260	160,484	164,707

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.13%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA**  
**TOTAL INCREASE: 1.90%**  
**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	\$ 23,454	\$ 24,239	\$ 25,020	\$ 25,795	\$ 26,575	\$ 27,031	\$ 27,802	\$ 28,580	\$ 28,610	\$ 29,338
2	26,371	26,999	27,872	28,610	28,932	29,783	30,634	31,484	32,335	33,186
3	34,528	35,487	36,446	37,406	38,365	39,324	40,283	41,242	42,202	43,161
4	38,758	39,834	40,910	41,986	43,062	44,138	45,215	46,291	47,367	48,443
5	44,568	45,772	46,977	48,181	49,385	50,589	51,793	52,998	54,202	55,406
6	47,000	48,343	49,687	51,030	52,373	53,717	55,060	56,403	57,747	59,090
7	50,734	52,227	53,719	55,211	56,704	58,196	59,688	61,181	62,673	64,166
8	52,881	54,533	56,185	57,838	59,490	61,143	62,795	64,447	66,100	67,752
9	56,582	58,407	60,232	62,056	63,881	65,706	67,531	69,355	71,180	73,005
10	62,310	64,319	66,329	68,338	70,348	72,357	74,367	76,376	78,386	80,395
11	66,250	68,459	70,668	72,877	75,086	77,295	79,504	81,713	83,922	86,131
12	79,407	82,054	84,701	87,348	89,996	92,643	95,290	97,938	100,585	103,232
13	94,425	97,572	100,719	103,866	107,014	110,161	113,308	116,455	119,602	122,750
14	111,582	115,301	119,021	122,741	126,461	130,180	133,900	137,620	141,340	145,059
15	131,250	135,625	140,000	144,375	148,750	153,124	157,499	161,874	166,249	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.99%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC**  
**TOTAL INCREASE: 1.80%**  
**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	\$ 22,856	\$ 23,621	\$ 24,382	\$ 25,137	\$ 25,897	\$ 26,341	\$ 27,093	\$ 27,851	\$ 27,881	\$ 28,590
2	25,698	26,310	27,161	27,881	28,194	29,023	29,852	30,681	31,511	32,340
3	33,648	34,582	35,517	36,452	37,386	38,321	39,256	40,191	41,125	42,060
4	37,769	38,818	39,867	40,915	41,964	43,013	44,062	45,110	46,159	47,208
5	43,432	44,605	45,779	46,952	48,126	49,299	50,473	51,646	52,820	53,993
6	45,801	47,110	48,420	49,729	51,038	52,347	53,656	54,965	56,274	57,583
7	49,441	50,895	52,349	53,804	55,258	56,712	58,166	59,621	61,075	62,529
8	51,532	53,142	54,753	56,363	57,973	59,583	61,194	62,804	64,414	66,024
9	55,139	56,917	58,696	60,474	62,252	64,030	65,809	67,587	69,365	71,143
10	60,721	62,679	64,637	66,596	68,554	70,512	72,470	74,429	76,387	78,345
11	64,561	66,713	68,866	71,018	73,171	75,324	77,476	79,629	81,782	83,934
12	77,382	79,961	82,541	85,121	87,701	90,280	92,860	95,440	98,020	100,600
13	92,017	95,084	98,151	101,218	104,285	107,351	110,418	113,485	116,552	119,619
14	108,736	112,361	115,986	119,611	123,236	126,861	130,486	134,110	137,735	141,360
15	127,903	132,167	136,430	140,693	144,956	149,220	153,483	157,746	162,009	166,273

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.38%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**TOTAL INCREASE: 1.90%**  
**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	\$ 22,740	\$ 23,501	\$ 24,258	\$ 25,009	\$ 25,766	\$ 26,207	\$ 26,955	\$ 27,709	\$ 27,739	\$ 28,445
2	25,568	26,176	27,023	27,739	28,051	28,876	29,701	30,525	31,350	32,175
3	33,477	34,407	35,336	36,266	37,196	38,126	39,056	39,986	40,916	41,846
4	37,577	38,621	39,664	40,707	41,751	42,794	43,838	44,881	45,924	46,968
5	43,211	44,378	45,546	46,713	47,881	49,048	50,216	51,384	52,551	53,719
6	45,569	46,871	48,173	49,476	50,778	52,081	53,383	54,686	55,988	57,290
7	49,189	50,636	52,083	53,530	54,977	56,424	57,871	59,318	60,764	62,211
8	51,270	52,872	54,474	56,076	57,678	59,281	60,883	62,485	64,087	65,689
9	54,859	56,628	58,397	60,166	61,936	63,705	65,474	67,243	69,012	70,782
10	60,412	62,361	64,309	66,257	68,205	70,154	72,102	74,050	75,999	77,947
11	64,232	66,374	68,516	70,657	72,799	74,941	77,082	79,224	81,366	83,508
12	76,988	79,555	82,122	84,688	87,255	89,822	92,388	94,955	97,522	100,088
13	91,549	94,600	97,652	100,703	103,754	106,806	109,857	112,908	115,960	119,011
14	108,183	111,790	115,396	119,003	122,609	126,216	129,822	133,429	137,035	140,642
15	127,253	131,495	135,736	139,978	144,219	148,461	152,703	156,944	161,186	165,427

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.59%**  
**FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV**  
**TOTAL INCREASE: 1.99%**  
**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	\$ 23,922	\$ 24,724	\$ 25,520	\$ 26,310	\$ 27,106	\$ 27,571	\$ 28,357	\$ 29,151	\$ 29,182	\$ 29,924
2	26,898	27,538	28,429	29,182	29,510	30,378	31,246	32,113	32,981	33,849
3	35,218	36,196	37,175	38,153	39,131	40,110	41,088	42,066	43,045	44,023
4	39,532	40,630	41,727	42,825	43,923	45,020	46,118	47,216	48,313	49,411
5	45,459	46,687	47,915	49,143	50,372	51,600	52,828	54,056	55,285	56,513
6	47,939	49,309	50,679	52,050	53,420	54,790	56,160	57,530	58,900	60,271
7	51,748	53,270	54,792	56,315	57,837	59,359	60,881	62,403	63,925	65,447
8	53,937	55,623	57,308	58,993	60,679	62,364	64,050	65,735	67,420	69,106
9	57,712	59,574	61,435	63,296	65,157	67,019	68,880	70,741	72,602	74,464
10	63,555	65,604	67,654	69,704	71,753	73,803	75,853	77,902	79,952	82,001
11	67,574	69,827	72,080	74,333	76,586	78,839	81,092	83,345	85,598	87,851
12	80,993	83,693	86,393	89,094	91,794	94,494	97,194	99,894	102,594	105,295
13	96,311	99,521	102,731	105,941	109,152	112,362	115,572	118,782	121,992	125,202
14	113,811	117,605	121,399	125,193	128,987	132,781	136,575	140,369	144,164	147,958
15	133,873	138,335	142,797	147,259	151,722	156,184	160,646	165,108	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.07%**  
**FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX**  
**TOTAL INCREASE: 2.02%**  
**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	\$ 22,109	\$ 22,850	\$ 23,585	\$ 24,316	\$ 25,051	\$ 25,481	\$ 26,207	\$ 26,941	\$ 26,970	\$ 27,656
2	24,859	25,451	26,274	26,970	27,273	28,075	28,877	29,679	30,481	31,283
3	32,548	33,453	34,357	35,261	36,165	37,069	37,973	38,878	39,782	40,686
4	36,535	37,550	38,564	39,579	40,593	41,608	42,622	43,637	44,651	45,665
5	42,013	43,148	44,283	45,418	46,553	47,689	48,824	49,959	51,094	52,229
6	44,305	45,571	46,838	48,104	49,370	50,637	51,903	53,169	54,436	55,702
7	47,825	49,232	50,639	52,046	53,453	54,859	56,266	57,673	59,080	60,486
8	49,849	51,406	52,964	54,522	56,079	57,637	59,195	60,752	62,310	63,868
9	53,338	55,058	56,778	58,498	60,218	61,938	63,659	65,379	67,099	68,819
10	58,737	60,631	62,526	64,420	66,314	68,209	70,103	71,997	73,891	75,786
11	62,451	64,534	66,616	68,698	70,781	72,863	74,945	77,028	79,110	81,192
12	74,854	77,349	79,845	82,340	84,836	87,331	89,827	92,322	94,818	97,313
13	89,011	91,977	94,944	97,911	100,878	103,844	106,811	109,778	112,745	115,711
14	105,184	108,690	112,197	115,703	119,210	122,716	126,223	129,729	133,236	136,742
15	123,725	127,849	131,973	136,097	140,221	144,345	148,469	152,593	156,717	160,841

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.80%**  
**FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA**  
**TOTAL INCREASE: 2.13%**  
**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	\$ 24,534	\$ 25,356	\$ 26,172	\$ 26,982	\$ 27,799	\$ 28,275	\$ 29,082	\$ 29,896	\$ 29,928	\$ 30,689
2	27,585	28,242	29,155	29,928	30,264	31,154	32,044	32,934	33,824	34,714
3	36,118	37,121	38,125	39,128	40,132	41,135	42,138	43,142	44,145	45,148
4	40,542	41,668	42,794	43,920	45,045	46,171	47,297	48,422	49,548	50,674
5	46,620	47,880	49,140	50,399	51,659	52,919	54,178	55,438	56,698	57,957
6	49,164	50,569	51,975	53,380	54,785	56,190	57,595	59,001	60,406	61,811
7	53,071	54,632	56,193	57,754	59,315	60,876	62,437	63,998	65,559	67,120
8	55,316	57,044	58,773	60,501	62,230	63,958	65,687	67,415	69,144	70,872
9	59,187	61,096	63,005	64,914	66,823	68,732	70,640	72,549	74,458	76,367
10	65,179	67,281	69,383	71,485	73,587	75,689	77,791	79,893	81,995	84,097
11	69,301	71,612	73,922	76,233	78,544	80,854	83,165	85,476	87,786	90,097
12	83,063	85,832	88,602	91,371	94,140	96,909	99,678	102,448	105,217	107,986
13	98,773	102,065	105,357	108,649	111,941	115,233	118,526	121,818	125,110	128,402
14	116,720	120,611	124,502	128,393	132,284	136,175	140,066	143,957	147,848	151,739
15	137,294	141,871	146,447	151,023	155,599	160,176	164,752	166,500 *	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 40.35%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**TOTAL INCREASE: 2.18%**  
**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	\$ 26,734	\$ 27,629	\$ 28,519	\$ 29,402	\$ 30,292	\$ 30,811	\$ 31,690	\$ 32,577	\$ 32,612	\$ 33,441
2	30,059	30,775	31,770	32,612	32,978	33,948	34,918	35,887	36,857	37,827
3	39,357	40,450	41,544	42,637	43,730	44,824	45,917	47,010	48,104	49,197
4	44,178	45,405	46,631	47,858	49,085	50,311	51,538	52,765	53,991	55,218
5	50,801	52,174	53,546	54,919	56,292	57,664	59,037	60,409	61,782	63,155
6	53,573	55,104	56,635	58,167	59,698	61,229	62,760	64,292	65,823	67,354
7	57,830	59,531	61,232	62,933	64,634	66,335	68,036	69,737	71,438	73,139
8	60,276	62,160	64,043	65,927	67,810	69,694	71,577	73,461	75,344	77,228
9	64,495	66,575	68,655	70,735	72,815	74,895	76,975	79,055	81,135	83,215
10	71,024	73,315	75,605	77,896	80,186	82,477	84,767	87,058	89,348	91,639
11	75,515	78,033	80,551	83,069	85,587	88,105	90,623	93,140	95,658	98,176
12	90,512	93,529	96,547	99,564	102,582	105,599	108,617	111,634	114,652	117,669
13	107,630	111,218	114,805	118,392	121,980	125,567	129,154	132,742	136,329	139,916
14	127,187	131,427	135,667	139,906	144,146	148,386	152,626	156,866	161,106	165,346
15	149,606	154,593	159,579	164,566	166,500 *	166,500 *	166,500 *	166,500 *	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.04%**  
**FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA**  
**TOTAL INCREASE: 2.15%**  
**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	\$ 24,008	\$ 24,812	\$ 25,611	\$ 26,404	\$ 27,203	\$ 27,670	\$ 28,459	\$ 29,255	\$ 29,287	\$ 30,032
2	26,994	27,637	28,530	29,287	29,616	30,487	31,357	32,228	33,099	33,970
3	35,344	36,326	37,308	38,290	39,272	40,253	41,235	42,217	43,199	44,181
4	39,674	40,775	41,877	42,978	44,080	45,182	46,283	47,385	48,486	49,588
5	45,621	46,854	48,087	49,319	50,552	51,785	53,017	54,250	55,483	56,715
6	48,111	49,486	50,861	52,236	53,611	54,986	56,361	57,736	59,111	60,487
7	51,934	53,461	54,989	56,516	58,044	59,572	61,099	62,627	64,154	65,682
8	54,130	55,822	57,513	59,205	60,896	62,588	64,279	65,971	67,662	69,354
9	57,919	59,787	61,655	63,523	65,391	67,259	69,127	70,995	72,862	74,730
10	63,783	65,840	67,896	69,953	72,010	74,067	76,124	78,181	80,238	82,295
11	67,816	70,077	72,338	74,599	76,860	79,122	81,383	83,644	85,905	88,166
12	81,283	83,993	86,703	89,413	92,123	94,832	97,542	100,252	102,962	105,672
13	96,656	99,878	103,099	106,321	109,543	112,764	115,986	119,207	122,429	125,651
14	114,219	118,026	121,834	125,642	129,449	133,257	137,065	140,872	144,680	148,488
15	134,352	138,831	143,309	147,787	152,265	156,743	161,222	165,700	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.05%**  
**FOR THE LOCALITY PAY AREA OF ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL**  
**TOTAL INCREASE: 1.90%**  
**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	\$ 22,296	\$ 23,042	\$ 23,785	\$ 24,521	\$ 25,263	\$ 25,696	\$ 26,429	\$ 27,168	\$ 27,198	\$ 27,890
2	25,069	25,666	26,495	27,198	27,503	28,312	29,121	29,930	30,739	31,547
3	32,823	33,735	34,647	35,559	36,470	37,382	38,294	39,206	40,118	41,030
4	36,844	37,867	38,890	39,913	40,936	41,959	42,982	44,005	45,028	46,051
5	42,367	43,512	44,657	45,802	46,946	48,091	49,236	50,381	51,525	52,670
6	44,679	45,956	47,233	48,510	49,787	51,064	52,341	53,618	54,895	56,172
7	48,229	49,648	51,067	52,485	53,904	55,323	56,741	58,160	59,578	60,997
8	50,269	51,840	53,411	54,982	56,553	58,124	59,694	61,265	62,836	64,407
9	53,788	55,523	57,257	58,992	60,727	62,461	64,196	65,931	67,665	69,400
10	59,233	61,143	63,054	64,964	66,874	68,784	70,695	72,605	74,515	76,425
11	62,979	65,079	67,179	69,278	71,378	73,478	75,578	77,678	79,778	81,878
12	75,486	78,002	80,519	83,035	85,552	88,068	90,585	93,102	95,618	98,135
13	89,762	92,754	95,746	98,738	101,729	104,721	107,713	110,705	113,697	116,688
14	106,072	109,608	113,144	116,680	120,216	123,752	127,288	130,824	134,361	137,897
15	124,769	128,928	133,087	137,246	141,405	145,563	149,722	153,881	158,040	162,199

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.68%**  
**FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ**  
**TOTAL INCREASE: 1.85%**  
**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	\$ 22,225	\$ 22,970	\$ 23,709	\$ 24,443	\$ 25,183	\$ 25,615	\$ 26,345	\$ 27,083	\$ 27,112	\$ 27,801
2	24,989	25,584	26,412	27,112	27,416	28,223	29,029	29,835	30,641	31,448
3	32,719	33,628	34,537	35,446	36,355	37,264	38,173	39,082	39,991	40,900
4	36,727	37,747	38,767	39,787	40,806	41,826	42,846	43,866	44,886	45,905
5	42,233	43,375	44,516	45,657	46,798	47,939	49,080	50,221	51,363	52,504
6	44,538	45,811	47,084	48,357	49,630	50,903	52,176	53,449	54,722	55,995
7	48,077	49,491	50,905	52,319	53,733	55,148	56,562	57,976	59,390	60,804
8	50,111	51,676	53,242	54,808	56,374	57,940	59,506	61,071	62,637	64,203
9	53,618	55,347	57,076	58,806	60,535	62,264	63,993	65,722	67,452	69,181
10	59,046	60,950	62,854	64,759	66,663	68,567	70,471	72,375	74,280	76,184
11	62,780	64,873	66,966	69,059	71,153	73,246	75,339	77,432	79,526	81,619
12	75,247	77,756	80,264	82,773	85,281	87,790	90,299	92,807	95,316	97,825
13	89,478	92,461	95,443	98,425	101,408	104,390	107,372	110,355	113,337	116,319
14	105,737	109,261	112,786	116,311	119,836	123,361	126,886	130,411	133,936	137,461
15	124,375	128,521	132,666	136,812	140,958	145,103	149,249	153,395	157,540	161,686

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.91%**  
**FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC**  
**TOTAL INCREASE: 1.87%**  
**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	\$ 22,079	\$ 22,818	\$ 23,553	\$ 24,282	\$ 25,017	\$ 25,446	\$ 26,171	\$ 26,904	\$ 26,933	\$ 27,618
2	24,824	25,416	26,237	26,933	27,235	28,036	28,837	29,638	30,439	31,240
3	32,503	33,406	34,309	35,212	36,115	37,018	37,921	38,824	39,727	40,630
4	36,485	37,498	38,511	39,524	40,537	41,550	42,563	43,576	44,589	45,602
5	41,955	43,088	44,222	45,356	46,489	47,623	48,756	49,890	51,024	52,157
6	44,244	45,509	46,773	48,038	49,302	50,567	51,831	53,096	54,361	55,625
7	47,760	49,164	50,569	51,974	53,379	54,784	56,189	57,593	58,998	60,403
8	49,780	51,335	52,891	54,446	56,002	57,557	59,113	60,668	62,224	63,779
9	53,264	54,982	56,700	58,417	60,135	61,853	63,571	65,289	67,006	68,724
10	58,656	60,548	62,440	64,331	66,223	68,115	70,006	71,898	73,789	75,681
11	62,365	64,445	66,524	68,604	70,683	72,763	74,842	76,921	79,001	81,080
12	74,750	77,242	79,734	82,227	84,719	87,211	89,703	92,195	94,687	97,179
13	88,888	91,851	94,813	97,776	100,739	103,701	106,664	109,627	112,589	115,552
14	105,039	108,540	112,042	115,544	119,045	122,547	126,049	129,550	133,052	136,554
15	123,554	127,673	131,791	135,909	140,027	144,146	148,264	152,382	156,501	160,619

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.32%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA**  
**TOTAL INCREASE: 2.27%**  
**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	\$ 24,633	\$ 25,458	\$ 26,278	\$ 27,091	\$ 27,911	\$ 28,390	\$ 29,199	\$ 30,016	\$ 30,049	\$ 30,813
2	27,696	28,356	29,273	30,049	30,386	31,280	32,174	33,067	33,961	34,854
3	36,264	37,271	38,279	39,286	40,294	41,301	42,308	43,316	44,323	45,331
4	40,706	41,836	42,967	44,097	45,227	46,357	47,488	48,618	49,748	50,878
5	46,809	48,073	49,338	50,603	51,868	53,132	54,397	55,662	56,927	58,191
6	49,363	50,774	52,184	53,595	55,006	56,417	57,828	59,239	60,650	62,061
7	53,285	54,852	56,420	57,987	59,554	61,122	62,689	64,257	65,824	67,391
8	55,539	57,275	59,010	60,745	62,481	64,216	65,952	67,687	69,423	71,158
9	59,426	61,343	63,259	65,176	67,093	69,009	70,926	72,842	74,759	76,675
10	65,442	67,553	69,663	71,774	73,884	75,995	78,105	80,216	82,326	84,437
11	69,581	71,901	74,221	76,541	78,861	81,181	83,501	85,821	88,141	90,461
12	83,398	86,179	88,959	91,740	94,520	97,300	100,081	102,861	105,642	108,422
13	99,172	102,477	105,782	109,088	112,393	115,699	119,004	122,310	125,615	128,920
14	117,191	121,098	125,005	128,911	132,818	136,725	140,632	144,538	148,445	152,352
15	137,849	142,443	147,038	151,633	156,228	160,822	165,417	166,500 *	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.67%  
FOR THE LOCALITY PAY AREA OF REST OF U.S.**

**TOTAL INCREASE: 1.66%  
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	\$ 22,033	\$ 22,771	\$ 23,504	\$ 24,232	\$ 24,965	\$ 25,393	\$ 26,117	\$ 26,848	\$ 26,877	\$ 27,561
2	24,773	25,363	26,183	26,877	27,179	27,978	28,778	29,577	30,376	31,175
3	32,436	33,337	34,238	35,139	36,040	36,942	37,843	38,744	39,645	40,546
4	36,409	37,420	38,431	39,442	40,453	41,464	42,475	43,486	44,497	45,508
5	41,868	42,999	44,130	45,262	46,393	47,524	48,655	49,787	50,918	52,049
6	44,152	45,414	46,676	47,938	49,200	50,462	51,724	52,986	54,248	55,510
7	47,661	49,063	50,465	51,866	53,268	54,670	56,072	57,474	58,876	60,278
8	49,677	51,229	52,781	54,334	55,886	57,438	58,991	60,543	62,095	63,647
9	53,154	54,868	56,582	58,297	60,011	61,725	63,439	65,153	66,868	68,582
10	58,535	60,423	62,310	64,198	66,086	67,973	69,861	71,749	73,637	75,524
11	62,236	64,311	66,386	68,462	70,537	72,612	74,687	76,762	78,837	80,912
12	74,596	77,082	79,569	82,056	84,543	87,030	89,517	92,004	94,491	96,978
13	88,704	91,660	94,617	97,573	100,530	103,486	106,443	109,400	112,356	115,313
14	104,821	108,316	111,810	115,304	118,799	122,293	125,788	129,282	132,776	136,271
15	123,298	127,408	131,518	135,628	139,737	143,847	147,957	152,067	156,176	160,286

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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.89%**  
**STATE OF ALASKA**  
**TOTAL INCREASE: 2.09%**  
**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	\$ 24,551	\$ 25,373	\$ 26,190	\$ 27,001	\$ 27,818	\$ 28,295	\$ 29,102	\$ 29,917	\$ 29,949	\$ 30,711
2	27,604	28,262	29,176	29,949	30,285	31,176	32,067	32,957	33,848	34,738
3	36,143	37,147	38,151	39,155	40,160	41,164	42,168	43,172	44,176	45,180
4	40,571	41,697	42,824	43,950	45,077	46,203	47,330	48,456	49,583	50,709
5	46,653	47,914	49,174	50,435	51,695	52,956	54,216	55,477	56,737	57,998
6	49,199	50,605	52,011	53,417	54,823	56,230	57,636	59,042	60,448	61,854
7	53,108	54,670	56,232	57,794	59,356	60,919	62,481	64,043	65,605	67,167
8	55,354	57,084	58,814	60,543	62,273	64,003	65,733	67,462	69,192	70,922
9	59,229	61,139	63,049	64,959	66,869	68,780	70,690	72,600	74,510	76,420
10	65,225	67,328	69,432	71,535	73,639	75,742	77,846	79,949	82,053	84,156
11	69,349	71,662	73,974	76,286	78,598	80,911	83,223	85,535	87,848	90,160
12	83,121	85,892	88,663	91,435	94,206	96,977	99,748	102,519	105,290	108,061
13	98,842	102,136	105,431	108,725	112,020	115,314	118,608	121,903	125,197	128,492
14	116,801	120,695	124,589	128,483	132,376	136,270	140,164	144,058	147,952	151,845
15	137,390	141,970	146,549	151,129	155,708	160,288	164,867	166,500 *	166,500 *	166,500 *

\* 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:

<https://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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.98%**  
**STATE OF HAWAII**  
**TOTAL INCREASE: 1.87%**  
**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	\$ 22,663	\$ 23,422	\$ 24,177	\$ 24,925	\$ 25,679	\$ 26,120	\$ 26,864	\$ 27,616	\$ 27,646	\$ 28,349
2	25,482	26,089	26,932	27,646	27,957	28,779	29,601	30,423	31,245	32,067
3	33,364	34,291	35,218	36,145	37,072	37,999	38,925	39,852	40,779	41,706
4	37,451	38,491	39,531	40,571	41,611	42,651	43,691	44,731	45,770	46,810
5	43,066	44,230	45,393	46,557	47,720	48,884	50,048	51,211	52,375	53,539
6	45,416	46,714	48,012	49,310	50,608	51,906	53,204	54,502	55,800	57,099
7	49,025	50,467	51,909	53,351	54,793	56,235	57,677	59,119	60,561	62,003
8	51,098	52,695	54,292	55,888	57,485	59,082	60,679	62,275	63,872	65,469
9	54,675	56,438	58,201	59,965	61,728	63,491	65,255	67,018	68,781	70,544
10	60,210	62,152	64,093	66,035	67,977	69,919	71,860	73,802	75,744	77,686
11	64,017	66,152	68,286	70,421	72,555	74,690	76,824	78,959	81,093	83,228
12	76,730	79,288	81,846	84,404	86,962	89,521	92,079	94,637	97,195	99,753
13	91,242	94,283	97,324	100,366	103,407	106,448	109,489	112,530	115,571	118,612
14	107,821	111,415	115,010	118,604	122,198	125,793	129,387	132,982	136,576	140,170
15	126,827	131,054	135,281	139,509	143,736	147,964	152,191	156,418	160,646	164,873

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:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>