

SALARY TABLE 2019-GS
RATES FROZEN AT 2018 LEVELS
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 9.00	\$ 9.30	\$ 9.60	\$ 9.90	\$ 10.20	\$ 10.37	\$ 10.67	\$ 10.97	\$ 10.98	\$ 11.26
	O	13.50	13.95	14.40	14.85	15.30	15.56	16.01	16.46	16.47	16.89
2	B	10.12	10.36	10.70	10.98	11.10	11.43	11.76	12.08	12.41	12.74
	O	15.18	15.54	16.05	16.47	16.65	17.15	17.64	18.12	18.62	19.11
3	B	11.04	11.41	11.78	12.15	12.51	12.88	13.25	13.62	13.99	14.35
	O	16.56	17.12	17.67	18.23	18.77	19.32	19.88	20.43	20.99	21.53
4	B	12.40	12.81	13.22	13.64	14.05	14.46	14.87	15.29	15.70	16.11
	O	18.60	19.22	19.83	20.46	21.08	21.69	22.31	22.94	23.55	24.17
5	B	13.87	14.33	14.79	15.26	15.72	16.18	16.64	17.11	17.57	18.03
	O	20.81	21.50	22.19	22.89	23.58	24.27	24.96	25.67	26.36	27.05
6	B	15.46	15.97	16.49	17.00	17.52	18.03	18.55	19.07	19.58	20.10
	O	23.19	23.96	24.74	25.50	26.28	27.05	27.83	28.61	29.37	30.15
7	B	17.18	17.75	18.32	18.90	19.47	20.04	20.62	21.19	21.76	22.33
	O	25.77	26.63	27.48	28.35	29.21	30.06	30.93	31.79	32.64	33.50
8	B	19.03	19.66	20.29	20.93	21.56	22.20	22.83	23.47	24.10	24.74
	O	28.55	29.49	30.44	31.40	32.34	33.30	34.25	34.71	34.71	34.71
9	B	21.01	21.71	22.42	23.12	23.82	24.52	25.22	25.92	26.62	27.32
	O	31.52	32.57	33.63	34.68	34.71	34.71	34.71	34.71	34.71	34.71
10	B	23.14	23.91	24.68	25.46	26.23	27.00	27.77	28.54	29.31	30.08
	O	34.71	34.71	34.71	34.71	34.71	34.71	34.71	34.71	34.71	34.71
11	B	25.43	26.27	27.12	27.97	28.82	29.66	30.51	31.36	32.21	33.05
	O	34.71	34.71	34.71	34.71	34.71	34.71	34.71	34.71	34.71	34.71
12	B	30.47	31.49	32.51	33.52	34.54	35.55	36.57	37.59	38.60	39.62
	O	34.71	34.71	34.71	34.71	34.71	35.55	36.57	37.59	38.60	39.62
13	B	36.24	37.45	38.65	39.86	41.07	42.28	43.49	44.69	45.90	47.11
	O	36.24	37.45	38.65	39.86	41.07	42.28	43.49	44.69	45.90	47.11
14	B	42.82	44.25	45.68	47.10	48.53	49.96	51.39	52.81	54.24	55.67
	O	42.82	44.25	45.68	47.10	48.53	49.96	51.39	52.81	54.24	55.67
15	B	50.37	52.05	53.73	55.41	57.09	58.77	60.44	62.12	63.80	65.48
	O	50.37	52.05	53.73	55.41	57.09	58.77	60.44	62.12	63.80	65.48

SALARY TABLE 2019-AL
INCORPORATING A LOCALITY PAYMENT OF 16.50%
FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY-MA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.49	\$ 10.84	\$ 11.19	\$ 11.53	\$ 11.88	\$ 12.09	\$ 12.43	\$ 12.78	\$ 12.79	\$ 13.12
	O	15.74	16.26	16.79	17.30	17.82	18.14	18.65	19.17	19.19	19.68
2	B	11.79	12.07	12.46	12.79	12.94	13.32	13.70	14.08	14.46	14.84
	O	17.69	18.11	18.69	19.19	19.41	19.98	20.55	21.12	21.69	22.26
3	B	12.86	13.29	13.72	14.15	14.58	15.01	15.44	15.86	16.29	16.72
	O	19.29	19.94	20.58	21.23	21.87	22.52	23.16	23.79	24.44	25.08
4	B	14.44	14.92	15.40	15.89	16.37	16.85	17.33	17.81	18.29	18.77
	O	21.66	22.38	23.10	23.84	24.56	25.28	26.00	26.72	27.44	28.16
5	B	16.16	16.70	17.23	17.77	18.31	18.85	19.39	19.93	20.47	21.01
	O	24.24	25.05	25.85	26.66	27.47	28.28	29.09	29.90	30.71	31.52
6	B	18.01	18.61	19.21	19.81	20.41	21.01	21.61	22.21	22.81	23.41
	O	27.02	27.92	28.82	29.72	30.62	31.52	32.42	33.32	34.22	35.12
7	B	20.01	20.68	21.35	22.02	22.68	23.35	24.02	24.68	25.35	26.02
	O	30.02	31.02	32.03	33.03	34.02	35.03	36.03	37.02	38.03	39.03
8	B	22.17	22.90	23.64	24.38	25.12	25.86	26.60	27.34	28.08	28.82
	O	33.26	34.35	35.46	36.57	37.68	38.79	39.90	40.44	40.44	40.44
9	B	24.48	25.30	26.11	26.93	27.75	28.56	29.38	30.19	31.01	31.83
	O	36.72	37.95	39.17	40.40	40.44	40.44	40.44	40.44	40.44	40.44
10	B	26.96	27.86	28.76	29.66	30.56	31.45	32.35	33.25	34.15	35.05
	O	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44
11	B	29.62	30.61	31.60	32.58	33.57	34.56	35.55	36.53	37.52	38.51
	O	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44
12	B	35.50	36.69	37.87	39.05	40.24	41.42	42.60	43.79	44.97	46.15
	O	40.44	40.44	40.44	40.44	40.44	41.42	42.60	43.79	44.97	46.15
13	B	42.22	43.62	45.03	46.44	47.85	49.25	50.66	52.07	53.47	54.88
	O	42.22	43.62	45.03	46.44	47.85	49.25	50.66	52.07	53.47	54.88
14	B	49.89	51.55	53.21	54.88	56.54	58.20	59.87	61.53	63.19	64.85
	O	49.89	51.55	53.21	54.88	56.54	58.20	59.87	61.53	63.19	64.85
15	B	58.68	60.64	62.59	64.55	66.51	68.46	70.42	72.37	74.33	76.29
	O	58.68	60.64	62.59	64.55	66.51	68.46	70.42	72.37	74.33	76.29

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-AQ
INCORPORATING A LOCALITY PAYMENT OF 15.76%
FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.42	\$ 10.77	\$ 11.11	\$ 11.46	\$ 11.81	\$ 12.01	\$ 12.35	\$ 12.70	\$ 12.71	\$ 13.04
	O	15.63	16.16	16.67	17.19	17.72	18.02	18.53	19.05	19.07	19.56
2	B	11.72	11.99	12.38	12.71	12.85	13.23	13.61	13.99	14.37	14.75
	O	17.58	17.99	18.57	19.07	19.28	19.85	20.42	20.99	21.56	22.13
3	B	12.78	13.21	13.63	14.06	14.49	14.91	15.34	15.76	16.19	16.62
	O	19.17	19.82	20.45	21.09	21.74	22.37	23.01	23.64	24.29	24.93
4	B	14.35	14.83	15.31	15.78	16.26	16.74	17.22	17.70	18.17	18.65
	O	21.53	22.25	22.97	23.67	24.39	25.11	25.83	26.55	27.26	27.98
5	B	16.06	16.59	17.13	17.66	18.20	18.73	19.27	19.80	20.34	20.87
	O	24.09	24.89	25.70	26.49	27.30	28.10	28.91	29.70	30.51	31.31
6	B	17.90	18.49	19.09	19.68	20.28	20.88	21.47	22.07	22.67	23.26
	O	26.85	27.74	28.64	29.52	30.42	31.32	32.21	33.11	34.01	34.89
7	B	19.89	20.55	21.21	21.88	22.54	23.20	23.86	24.53	25.19	25.85
	O	29.84	30.83	31.82	32.82	33.81	34.80	35.79	36.80	37.79	38.78
8	B	22.02	22.76	23.49	24.23	24.96	25.70	26.43	27.16	27.90	28.63
	O	33.03	34.14	35.24	36.35	37.44	38.55	39.65	40.19	40.19	40.19
9	B	24.33	25.14	25.95	26.76	27.57	28.38	29.19	30.00	30.81	31.62
	O	36.50	37.71	38.93	40.14	40.19	40.19	40.19	40.19	40.19	40.19
10	B	26.79	27.68	28.57	29.47	30.36	31.25	32.15	33.04	33.93	34.83
	O	40.19	40.19	40.19	40.19	40.19	40.19	40.19	40.19	40.19	40.19
11	B	29.43	30.41	31.39	32.38	33.36	34.34	35.32	36.30	37.28	38.26
	O	40.19	40.19	40.19	40.19	40.19	40.19	40.19	40.19	40.19	40.19
12	B	35.28	36.45	37.63	38.80	39.98	41.16	42.33	43.51	44.68	45.86
	O	40.19	40.19	40.19	40.19	40.19	41.16	42.33	43.51	44.68	45.86
13	B	41.95	43.35	44.75	46.14	47.54	48.94	50.34	51.74	53.14	54.53
	O	41.95	43.35	44.75	46.14	47.54	48.94	50.34	51.74	53.14	54.53
14	B	49.57	51.22	52.88	54.53	56.18	57.83	59.49	61.14	62.79	64.44
	O	49.57	51.22	52.88	54.53	56.18	57.83	59.49	61.14	62.79	64.44
15	B	58.31	60.25	62.20	64.14	66.08	68.03	69.97	71.91	73.86	75.80
	O	58.31	60.25	62.20	64.14	66.08	68.03	69.97	71.91	73.86	75.80

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-ATL
INCORPORATING A LOCALITY PAYMENT OF 21.16%
FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.91	\$ 11.27	\$ 11.63	\$ 11.99	\$ 12.36	\$ 12.57	\$ 12.93	\$ 13.29	\$ 13.30	\$ 13.64
	O	16.37	16.91	17.45	17.99	18.54	18.86	19.40	19.94	19.95	20.46
2	B	12.26	12.55	12.96	13.30	13.45	13.85	14.25	14.64	15.04	15.43
	O	18.39	18.83	19.44	19.95	20.18	20.78	21.38	21.96	22.56	23.15
3	B	13.38	13.82	14.27	14.72	15.16	15.61	16.05	16.50	16.95	17.39
	O	20.07	20.73	21.41	22.08	22.74	23.42	24.08	24.75	25.43	26.09
4	B	15.02	15.52	16.02	16.52	17.02	17.52	18.02	18.52	19.02	19.52
	O	22.53	23.28	24.03	24.78	25.53	26.28	27.03	27.78	28.53	29.28
5	B	16.80	17.36	17.92	18.48	19.05	19.61	20.17	20.73	21.29	21.85
	O	25.20	26.04	26.88	27.72	28.58	29.42	30.26	31.10	31.94	32.78
6	B	18.73	19.36	19.98	20.60	21.23	21.85	22.48	23.10	23.72	24.35
	O	28.10	29.04	29.97	30.90	31.85	32.78	33.72	34.65	35.58	36.53
7	B	20.82	21.51	22.20	22.90	23.59	24.28	24.98	25.67	26.37	27.06
	O	31.23	32.27	33.30	34.35	35.39	36.42	37.47	38.51	39.56	40.59
8	B	23.05	23.82	24.59	25.36	26.13	26.90	27.66	28.43	29.20	29.97
	O	34.58	35.73	36.89	38.04	39.20	40.35	41.49	42.06	42.06	42.06
9	B	25.46	26.31	27.16	28.01	28.86	29.70	30.55	31.40	32.25	33.10
	O	38.19	39.47	40.74	42.02	42.06	42.06	42.06	42.06	42.06	42.06
10	B	28.04	28.97	29.91	30.84	31.78	32.71	33.65	34.58	35.52	36.45
	O	42.06	42.06	42.06	42.06	42.06	42.06	42.06	42.06	42.06	42.06
11	B	30.80	31.83	32.86	33.89	34.91	35.94	36.97	37.99	39.02	40.05
	O	42.06	42.06	42.06	42.06	42.06	42.06	42.06	42.06	42.06	42.06
12	B	36.92	38.15	39.38	40.62	41.85	43.08	44.31	45.54	46.77	48.00
	O	42.06	42.06	42.06	42.06	42.06	43.08	44.31	45.54	46.77	48.00
13	B	43.91	45.37	46.83	48.30	49.76	51.22	52.69	54.15	55.61	57.08
	O	43.91	45.37	46.83	48.30	49.76	51.22	52.69	54.15	55.61	57.08
14	B	51.88	53.61	55.34	57.07	58.80	60.53	62.26	63.99	65.72	67.45
	O	51.88	53.61	55.34	57.07	58.80	60.53	62.26	63.99	65.72	67.45
15	B	61.03	63.06	65.10	67.13	69.17	71.20	73.23	75.27	77.30	78.68
	O	61.03	63.06	65.10	67.13	69.17	71.20	73.23	75.27	77.30	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-AU
INCORPORATING A LOCALITY PAYMENT OF 16.71%
FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.51	\$ 10.86	\$ 11.21	\$ 11.55	\$ 11.90	\$ 12.11	\$ 12.45	\$ 12.80	\$ 12.81	\$ 13.14
	O	15.77	16.29	16.82	17.33	17.85	18.17	18.68	19.20	19.22	19.71
2	B	11.81	12.09	12.48	12.81	12.96	13.34	13.72	14.10	14.49	14.87
	O	17.72	18.14	18.72	19.22	19.44	20.01	20.58	21.15	21.74	22.31
3	B	12.89	13.32	13.75	14.18	14.61	15.03	15.46	15.89	16.32	16.75
	O	19.34	19.98	20.63	21.27	21.92	22.55	23.19	23.84	24.48	25.13
4	B	14.47	14.95	15.43	15.91	16.40	16.88	17.36	17.84	18.32	18.81
	O	21.71	22.43	23.15	23.87	24.60	25.32	26.04	26.76	27.48	28.22
5	B	16.19	16.73	17.27	17.81	18.35	18.89	19.42	19.96	20.50	21.04
	O	24.29	25.10	25.91	26.72	27.53	28.34	29.13	29.94	30.75	31.56
6	B	18.04	18.64	19.25	19.85	20.45	21.05	21.65	22.25	22.85	23.45
	O	27.06	27.96	28.88	29.78	30.68	31.58	32.48	33.38	34.28	35.18
7	B	20.05	20.72	21.39	22.06	22.72	23.39	24.06	24.73	25.40	26.06
	O	30.08	31.08	32.09	33.09	34.08	35.09	36.09	37.10	38.10	39.09
8	B	22.21	22.95	23.69	24.43	25.17	25.91	26.65	27.39	28.13	28.87
	O	33.32	34.43	35.54	36.65	37.76	38.87	39.98	40.52	40.52	40.52
9	B	24.53	25.34	26.16	26.98	27.80	28.61	29.43	30.25	31.07	31.88
	O	36.80	38.01	39.24	40.47	40.52	40.52	40.52	40.52	40.52	40.52
10	B	27.01	27.91	28.81	29.71	30.61	31.51	32.41	33.31	34.21	35.11
	O	40.52	40.52	40.52	40.52	40.52	40.52	40.52	40.52	40.52	40.52
11	B	29.67	30.66	31.65	32.64	33.63	34.62	35.61	36.60	37.59	38.58
	O	40.52	40.52	40.52	40.52	40.52	40.52	40.52	40.52	40.52	40.52
12	B	35.57	36.75	37.94	39.12	40.31	41.49	42.68	43.87	45.05	46.24
	O	40.52	40.52	40.52	40.52	40.52	41.49	42.68	43.87	45.05	46.24
13	B	42.29	43.70	45.11	46.52	47.93	49.34	50.75	52.16	53.57	54.98
	O	42.29	43.70	45.11	46.52	47.93	49.34	50.75	52.16	53.57	54.98
14	B	49.98	51.64	53.31	54.98	56.64	58.31	59.97	61.64	63.31	64.97
	O	49.98	51.64	53.31	54.98	56.64	58.31	59.97	61.64	63.31	64.97
15	B	58.79	60.75	62.71	64.67	66.63	68.59	70.54	72.50	74.46	76.42
	O	58.79	60.75	62.71	64.67	66.63	68.59	70.54	72.50	74.46	76.42

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-BH
INCORPORATING A LOCALITY PAYMENT OF 15.37%
FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	12.74	13.16	13.59	14.01	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.11	19.74	20.39	21.02	21.66	22.29	22.94	23.57	24.21	24.84
4	B	14.30	14.78	15.25	15.73	16.21	16.68	17.16	17.64	18.11	18.59
	O	21.45	22.17	22.88	23.60	24.32	25.02	25.74	26.46	27.17	27.89
5	B	16.00	16.53	17.07	17.60	18.13	18.67	19.20	19.74	20.27	20.80
	O	24.00	24.80	25.61	26.40	27.20	28.01	28.80	29.61	30.41	31.20
6	B	17.84	18.43	19.02	19.62	20.21	20.81	21.40	22.00	22.59	23.18
	O	26.76	27.65	28.53	29.43	30.32	31.22	32.10	33.00	33.89	34.77
7	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.44	25.10	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.66
8	B	21.95	22.68	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54
	O	32.93	34.02	35.12	36.23	37.32	38.42	39.51	40.05	40.05	40.05
9	B	24.24	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52
	O	36.36	37.58	38.79	40.01	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	40.05	40.05	40.05	40.05	40.05	41.02	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-BOS
INCORPORATING A LOCALITY PAYMENT OF 27.48%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.47	\$ 11.86	\$ 12.24	\$ 12.62	\$ 13.00	\$ 13.22	\$ 13.60	\$ 13.98	\$ 14.00	\$ 14.36
	O	17.21	17.79	18.36	18.93	19.50	19.83	20.40	20.97	21.00	21.54
2	B	12.90	13.21	13.64	14.00	14.16	14.57	14.99	15.41	15.82	16.24
	O	19.35	19.82	20.46	21.00	21.24	21.86	22.49	23.12	23.73	24.36
3	B	14.08	14.55	15.01	15.48	15.95	16.42	16.89	17.36	17.83	18.30
	O	21.12	21.83	22.52	23.22	23.93	24.63	25.34	26.04	26.75	27.45
4	B	15.80	16.33	16.86	17.38	17.91	18.44	18.96	19.49	20.01	20.54
	O	23.70	24.50	25.29	26.07	26.87	27.66	28.44	29.24	30.02	30.81
5	B	17.68	18.27	18.86	19.45	20.04	20.63	21.22	21.81	22.40	22.99
	O	26.52	27.41	28.29	29.18	30.06	30.95	31.83	32.72	33.60	34.49
6	B	19.71	20.36	21.02	21.68	22.33	22.99	23.65	24.30	24.96	25.62
	O	29.57	30.54	31.53	32.52	33.50	34.49	35.48	36.45	37.44	38.43
7	B	21.90	22.63	23.36	24.09	24.82	25.55	26.28	27.01	27.74	28.47
	O	32.85	33.95	35.04	36.14	37.23	38.33	39.42	40.52	41.61	42.71
8	B	24.25	25.06	25.87	26.68	27.49	28.30	29.11	29.92	30.72	31.53
	O	36.38	37.59	38.81	40.02	41.24	42.45	43.67	44.25	44.25	44.25
9	B	26.79	27.68	28.57	29.47	30.36	31.25	32.15	33.04	33.93	34.83
	O	40.19	41.52	42.86	44.21	44.25	44.25	44.25	44.25	44.25	44.25
10	B	29.50	30.48	31.47	32.45	33.44	34.42	35.40	36.39	37.37	38.35
	O	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25
11	B	32.41	33.49	34.57	35.65	36.73	37.81	38.90	39.98	41.06	42.14
	O	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25
12	B	38.85	40.14	41.44	42.73	44.03	45.32	46.62	47.91	49.21	50.50
	O	44.25	44.25	44.25	44.25	44.25	45.32	46.62	47.91	49.21	50.50
13	B	46.20	47.74	49.28	50.82	52.36	53.90	55.44	56.98	58.52	60.06
	O	46.20	47.74	49.28	50.82	52.36	53.90	55.44	56.98	58.52	60.06
14	B	54.59	56.41	58.23	60.05	61.87	63.69	65.51	67.33	69.15	70.97
	O	54.59	56.41	58.23	60.05	61.87	63.69	65.51	67.33	69.15	70.97
15	B	64.21	66.35	68.49	70.63	72.77	74.91	77.05	78.68	78.68	78.68
	O	64.21	66.35	68.49	70.63	72.77	74.91	77.05	78.68	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-BU
INCORPORATING A LOCALITY PAYMENT OF 19.18%
FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.73	\$ 11.09	\$ 11.44	\$ 11.80	\$ 12.15	\$ 12.36	\$ 12.72	\$ 13.07	\$ 13.09	\$ 13.42
	O	16.10	16.64	17.16	17.70	18.23	18.54	19.08	19.61	19.64	20.13
2	B	12.06	12.35	12.75	13.09	13.23	13.62	14.01	14.40	14.79	15.18
	O	18.09	18.53	19.13	19.64	19.85	20.43	21.02	21.60	22.19	22.77
3	B	13.16	13.60	14.04	14.48	14.91	15.35	15.79	16.23	16.67	17.11
	O	19.74	20.40	21.06	21.72	22.37	23.03	23.69	24.35	25.01	25.67
4	B	14.77	15.27	15.76	16.25	16.74	17.24	17.73	18.22	18.71	19.20
	O	22.16	22.91	23.64	24.38	25.11	25.86	26.60	27.33	28.07	28.80
5	B	16.53	17.08	17.63	18.18	18.73	19.28	19.84	20.39	20.94	21.49
	O	24.80	25.62	26.45	27.27	28.10	28.92	29.76	30.59	31.41	32.24
6	B	18.42	19.04	19.65	20.27	20.88	21.49	22.11	22.72	23.34	23.95
	O	27.63	28.56	29.48	30.41	31.32	32.24	33.17	34.08	35.01	35.93
7	B	20.47	21.16	21.84	22.52	23.20	23.89	24.57	25.25	25.93	26.62
	O	30.71	31.74	32.76	33.78	34.80	35.84	36.86	37.88	38.90	39.93
8	B	22.68	23.43	24.19	24.94	25.70	26.46	27.21	27.97	28.72	29.48
	O	34.02	35.15	36.29	37.41	38.55	39.69	40.82	41.37	41.37	41.37
9	B	25.05	25.88	26.71	27.55	28.38	29.22	30.05	30.89	31.72	32.56
	O	37.58	38.82	40.07	41.33	41.37	41.37	41.37	41.37	41.37	41.37
10	B	27.58	28.50	29.42	30.34	31.26	32.18	33.10	34.02	34.94	35.86
	O	41.37	41.37	41.37	41.37	41.37	41.37	41.37	41.37	41.37	41.37
11	B	30.30	31.31	32.32	33.33	34.34	35.35	36.36	37.37	38.38	39.39
	O	41.37	41.37	41.37	41.37	41.37	41.37	41.37	41.37	41.37	41.37
12	B	36.32	37.53	38.74	39.95	41.16	42.37	43.58	44.79	46.00	47.22
	O	41.37	41.37	41.37	41.37	41.37	42.37	43.58	44.79	46.00	47.22
13	B	43.19	44.63	46.07	47.51	48.95	50.39	51.83	53.27	54.71	56.14
	O	43.19	44.63	46.07	47.51	48.95	50.39	51.83	53.27	54.71	56.14
14	B	51.04	52.74	54.44	56.14	57.84	59.54	61.24	62.94	64.64	66.35
	O	51.04	52.74	54.44	56.14	57.84	59.54	61.24	62.94	64.64	66.35
15	B	60.03	62.03	64.03	66.03	68.04	70.04	72.04	74.04	76.04	78.04
	O	60.03	62.03	64.03	66.03	68.04	70.04	72.04	74.04	76.04	78.04

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-BN
INCORPORATING A LOCALITY PAYMENT OF 15.37%
FOR THE LOCALITY PAY AREA OF BURLINGTON-SOUTH BURLINGTON, VT
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	12.74	13.16	13.59	14.01	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.11	19.74	20.39	21.02	21.66	22.29	22.94	23.57	24.21	24.84
4	B	14.30	14.78	15.25	15.73	16.21	16.68	17.16	17.64	18.11	18.59
	O	21.45	22.17	22.88	23.60	24.32	25.02	25.74	26.46	27.17	27.89
5	B	16.00	16.53	17.07	17.60	18.13	18.67	19.20	19.74	20.27	20.80
	O	24.00	24.80	25.61	26.40	27.20	28.01	28.80	29.61	30.41	31.20
6	B	17.84	18.43	19.02	19.62	20.21	20.81	21.40	22.00	22.59	23.18
	O	26.76	27.65	28.53	29.43	30.32	31.22	32.10	33.00	33.89	34.77
7	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.44	25.10	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.66
8	B	21.95	22.68	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54
	O	32.93	34.02	35.12	36.23	37.32	38.42	39.51	40.05	40.05	40.05
9	B	24.24	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52
	O	36.36	37.58	38.79	40.01	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	40.05	40.05	40.05	40.05	40.05	41.02	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-CT
INCORPORATING A LOCALITY PAYMENT OF 16.21%
FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.46	\$ 10.81	\$ 11.16	\$ 11.50	\$ 11.85	\$ 12.06	\$ 12.40	\$ 12.75	\$ 12.76	\$ 13.09
	O	15.69	16.22	16.74	17.25	17.78	18.09	18.60	19.13	19.14	19.64
2	B	11.76	12.04	12.43	12.76	12.90	13.28	13.66	14.04	14.42	14.80
	O	17.64	18.06	18.65	19.14	19.35	19.92	20.49	21.06	21.63	22.20
3	B	12.83	13.26	13.69	14.11	14.54	14.97	15.40	15.83	16.25	16.68
	O	19.25	19.89	20.54	21.17	21.81	22.46	23.10	23.75	24.38	25.02
4	B	14.41	14.89	15.37	15.85	16.33	16.81	17.29	17.77	18.25	18.73
	O	21.62	22.34	23.06	23.78	24.50	25.22	25.94	26.66	27.38	28.10
5	B	16.12	16.65	17.19	17.73	18.27	18.80	19.34	19.88	20.42	20.95
	O	24.18	24.98	25.79	26.60	27.41	28.20	29.01	29.82	30.63	31.43
6	B	17.97	18.56	19.16	19.76	20.36	20.96	21.56	22.16	22.75	23.35
	O	26.96	27.84	28.74	29.64	30.54	31.44	32.34	33.24	34.13	35.03
7	B	19.96	20.63	21.30	21.96	22.63	23.29	23.96	24.62	25.29	25.95
	O	29.94	30.95	31.95	32.94	33.95	34.94	35.94	36.93	37.94	38.93
8	B	22.11	22.85	23.58	24.32	25.06	25.80	26.53	27.27	28.01	28.75
	O	33.17	34.28	35.37	36.48	37.59	38.70	39.80	40.34	40.34	40.34
9	B	24.42	25.23	26.05	26.86	27.68	28.49	29.31	30.12	30.93	31.75
	O	36.63	37.85	39.08	40.29	40.34	40.34	40.34	40.34	40.34	40.34
10	B	26.89	27.79	28.69	29.58	30.48	31.38	32.27	33.17	34.07	34.96
	O	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34
11	B	29.55	30.53	31.52	32.50	33.49	34.47	35.46	36.44	37.43	38.41
	O	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34	40.34
12	B	35.41	36.59	37.78	38.96	40.14	41.32	42.50	43.68	44.86	46.04
	O	40.34	40.34	40.34	40.34	40.34	41.32	42.50	43.68	44.86	46.04
13	B	42.11	43.52	44.92	46.32	47.73	49.13	50.53	51.94	53.34	54.75
	O	42.11	43.52	44.92	46.32	47.73	49.13	50.53	51.94	53.34	54.75
14	B	49.76	51.42	53.08	54.74	56.40	58.06	59.72	61.38	63.03	64.69
	O	49.76	51.42	53.08	54.74	56.40	58.06	59.72	61.38	63.03	64.69
15	B	58.54	60.49	62.44	64.39	66.34	68.29	70.24	72.19	74.14	76.10
	O	58.54	60.49	62.44	64.39	66.34	68.29	70.24	72.19	74.14	76.10

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-CHI
INCORPORATING A LOCALITY PAYMENT OF 27.47%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.47	\$ 11.86	\$ 12.24	\$ 12.62	\$ 13.00	\$ 13.22	\$ 13.60	\$ 13.98	\$ 14.00	\$ 14.35
	O	17.21	17.79	18.36	18.93	19.50	19.83	20.40	20.97	21.00	21.53
2	B	12.90	13.21	13.63	14.00	14.15	14.57	14.99	15.40	15.82	16.24
	O	19.35	19.82	20.45	21.00	21.23	21.86	22.49	23.10	23.73	24.36
3	B	14.08	14.54	15.01	15.48	15.95	16.42	16.89	17.36	17.83	18.30
	O	21.12	21.81	22.52	23.22	23.93	24.63	25.34	26.04	26.75	27.45
4	B	15.80	16.33	16.85	17.38	17.91	18.43	18.96	19.49	20.01	20.54
	O	23.70	24.50	25.28	26.07	26.87	27.65	28.44	29.24	30.02	30.81
5	B	17.68	18.27	18.86	19.45	20.04	20.63	21.22	21.80	22.39	22.98
	O	26.52	27.41	28.29	29.18	30.06	30.95	31.83	32.70	33.59	34.47
6	B	19.71	20.36	21.02	21.68	22.33	22.99	23.65	24.30	24.96	25.62
	O	29.57	30.54	31.53	32.52	33.50	34.49	35.48	36.45	37.44	38.43
7	B	21.90	22.63	23.36	24.09	24.82	25.55	26.28	27.01	27.74	28.47
	O	32.85	33.95	35.04	36.14	37.23	38.33	39.42	40.52	41.61	42.71
8	B	24.25	25.06	25.87	26.68	27.49	28.30	29.10	29.91	30.72	31.53
	O	36.38	37.59	38.81	40.02	41.24	42.45	43.65	44.25	44.25	44.25
9	B	26.79	27.68	28.57	29.47	30.36	31.25	32.14	33.04	33.93	34.82
	O	40.19	41.52	42.86	44.21	44.25	44.25	44.25	44.25	44.25	44.25
10	B	29.50	30.48	31.47	32.45	33.43	34.42	35.40	36.38	37.37	38.35
	O	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25
11	B	32.41	33.49	34.57	35.65	36.73	37.81	38.89	39.97	41.05	42.13
	O	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25	44.25
12	B	38.85	40.14	41.44	42.73	44.02	45.32	46.61	47.91	49.20	50.50
	O	44.25	44.25	44.25	44.25	44.25	45.32	46.61	47.91	49.20	50.50
13	B	46.19	47.73	49.27	50.81	52.35	53.89	55.43	56.97	58.51	60.05
	O	46.19	47.73	49.27	50.81	52.35	53.89	55.43	56.97	58.51	60.05
14	B	54.59	56.40	58.22	60.04	61.86	63.68	65.50	67.32	69.14	70.96
	O	54.59	56.40	58.22	60.04	61.86	63.68	65.50	67.32	69.14	70.96
15	B	64.21	66.35	68.49	70.63	72.77	74.91	77.05	78.68	78.68	78.68
	O	64.21	66.35	68.49	70.63	72.77	74.91	77.05	78.68	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-CIN
INCORPORATING A LOCALITY PAYMENT OF 19.87%
FOR THE LOCALITY PAY AREA OF CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.79	\$ 11.15	\$ 11.51	\$ 11.87	\$ 12.23	\$ 12.44	\$ 12.79	\$ 13.15	\$ 13.16	\$ 13.50
	O	16.19	16.73	17.27	17.81	18.35	18.66	19.19	19.73	19.74	20.25
2	B	12.13	12.42	12.82	13.16	13.31	13.70	14.09	14.49	14.88	15.27
	O	18.20	18.63	19.23	19.74	19.97	20.55	21.14	21.74	22.32	22.91
3	B	13.24	13.68	14.12	14.56	15.00	15.44	15.88	16.32	16.77	17.21
	O	19.86	20.52	21.18	21.84	22.50	23.16	23.82	24.48	25.16	25.82
4	B	14.86	15.35	15.85	16.34	16.84	17.33	17.83	18.33	18.82	19.32
	O	22.29	23.03	23.78	24.51	25.26	26.00	26.75	27.50	28.23	28.98
5	B	16.62	17.18	17.73	18.29	18.84	19.40	19.95	20.51	21.06	21.61
	O	24.93	25.77	26.60	27.44	28.26	29.10	29.93	30.77	31.59	32.42
6	B	18.53	19.15	19.77	20.38	21.00	21.62	22.24	22.85	23.47	24.09
	O	27.80	28.73	29.66	30.57	31.50	32.43	33.36	34.28	35.21	36.14
7	B	20.59	21.28	21.97	22.65	23.34	24.02	24.71	25.40	26.08	26.77
	O	30.89	31.92	32.96	33.98	35.01	36.03	37.07	38.10	39.12	40.16
8	B	22.81	23.57	24.33	25.09	25.85	26.61	27.37	28.13	28.89	29.65
	O	34.22	35.36	36.50	37.64	38.78	39.92	41.06	41.61	41.61	41.61
9	B	25.19	26.03	26.87	27.71	28.55	29.39	30.23	31.07	31.91	32.75
	O	37.79	39.05	40.31	41.57	41.61	41.61	41.61	41.61	41.61	41.61
10	B	27.74	28.67	29.59	30.51	31.44	32.36	33.29	34.21	35.14	36.06
	O	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61
11	B	30.48	31.49	32.51	33.53	34.54	35.56	36.57	37.59	38.61	39.62
	O	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61	41.61
12	B	36.53	37.75	38.97	40.18	41.40	42.62	43.84	45.05	46.27	47.49
	O	41.61	41.61	41.61	41.61	41.61	42.62	43.84	45.05	46.27	47.49
13	B	43.44	44.89	46.33	47.78	49.23	50.68	52.13	53.57	55.02	56.47
	O	43.44	44.89	46.33	47.78	49.23	50.68	52.13	53.57	55.02	56.47
14	B	51.33	53.04	54.75	56.46	58.18	59.89	61.60	63.31	65.02	66.73
	O	51.33	53.04	54.75	56.46	58.18	59.89	61.60	63.31	65.02	66.73
15	B	60.38	62.39	64.40	66.42	68.43	70.44	72.45	74.47	76.48	78.49
	O	60.38	62.39	64.40	66.42	68.43	70.44	72.45	74.47	76.48	78.49

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-CLE
INCORPORATING A LOCALITY PAYMENT OF 20.08%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.81	\$ 11.17	\$ 11.53	\$ 11.89	\$ 12.25	\$ 12.46	\$ 12.81	\$ 13.17	\$ 13.18	\$ 13.52
	O	16.22	16.76	17.30	17.84	18.38	18.69	19.22	19.76	19.77	20.28
2	B	12.15	12.44	12.84	13.18	13.33	13.73	14.12	14.51	14.90	15.30
	O	18.23	18.66	19.26	19.77	20.00	20.60	21.18	21.77	22.35	22.95
3	B	13.26	13.70	14.14	14.59	15.03	15.47	15.91	16.35	16.79	17.24
	O	19.89	20.55	21.21	21.89	22.55	23.21	23.87	24.53	25.19	25.86
4	B	14.89	15.38	15.88	16.37	16.87	17.37	17.86	18.36	18.85	19.35
	O	22.34	23.07	23.82	24.56	25.31	26.06	26.79	27.54	28.28	29.03
5	B	16.65	17.21	17.76	18.32	18.87	19.43	19.99	20.54	21.10	21.65
	O	24.98	25.82	26.64	27.48	28.31	29.15	29.99	30.81	31.65	32.48
6	B	18.56	19.18	19.80	20.42	21.04	21.66	22.28	22.89	23.51	24.13
	O	27.84	28.77	29.70	30.63	31.56	32.49	33.42	34.34	35.27	36.20
7	B	20.63	21.32	22.00	22.69	23.38	24.07	24.75	25.44	26.13	26.82
	O	30.95	31.98	33.00	34.04	35.07	36.11	37.13	38.16	39.20	40.23
8	B	22.85	23.61	24.37	25.13	25.89	26.66	27.42	28.18	28.94	29.70
	O	34.28	35.42	36.56	37.70	38.84	39.99	41.13	41.69	41.69	41.69
9	B	25.23	26.08	26.92	27.76	28.60	29.44	30.28	31.12	31.96	32.80
	O	37.85	39.12	40.38	41.64	41.69	41.69	41.69	41.69	41.69	41.69
10	B	27.79	28.71	29.64	30.57	31.49	32.42	33.35	34.27	35.20	36.13
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
11	B	30.53	31.55	32.57	33.58	34.60	35.62	36.64	37.66	38.67	39.69
	O	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69	41.69
12	B	36.59	37.81	39.03	40.25	41.47	42.69	43.91	45.13	46.35	47.57
	O	41.69	41.69	41.69	41.69	41.69	42.69	43.91	45.13	46.35	47.57
13	B	43.51	44.96	46.42	47.87	49.32	50.77	52.22	53.67	55.12	56.57
	O	43.51	44.96	46.42	47.87	49.32	50.77	52.22	53.67	55.12	56.57
14	B	51.42	53.14	54.85	56.56	58.28	59.99	61.71	63.42	65.13	66.85
	O	51.42	53.14	54.85	56.56	58.28	59.99	61.71	63.42	65.13	66.85
15	B	60.48	62.50	64.52	66.53	68.55	70.57	72.58	74.60	76.61	78.63
	O	60.48	62.50	64.52	66.53	68.55	70.57	72.58	74.60	76.61	78.63

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-CS
INCORPORATING A LOCALITY PAYMENT OF 16.59%
FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.49	\$ 10.85	\$ 11.19	\$ 11.54	\$ 11.89	\$ 12.09	\$ 12.44	\$ 12.79	\$ 12.80	\$ 13.13
	O	15.74	16.28	16.79	17.31	17.84	18.14	18.66	19.19	19.20	19.70
2	B	11.80	12.08	12.47	12.80	12.95	13.33	13.71	14.09	14.47	14.85
	O	17.70	18.12	18.71	19.20	19.43	20.00	20.57	21.14	21.71	22.28
3	B	12.87	13.30	13.73	14.16	14.59	15.02	15.45	15.88	16.31	16.74
	O	19.31	19.95	20.60	21.24	21.89	22.53	23.18	23.82	24.47	25.11
4	B	14.45	14.93	15.42	15.90	16.38	16.86	17.34	17.82	18.31	18.79
	O	21.68	22.40	23.13	23.85	24.57	25.29	26.01	26.73	27.47	28.19
5	B	16.17	16.71	17.25	17.79	18.33	18.87	19.40	19.94	20.48	21.02
	O	24.26	25.07	25.88	26.69	27.50	28.31	29.10	29.91	30.72	31.53
6	B	18.02	18.62	19.23	19.83	20.43	21.03	21.63	22.23	22.83	23.43
	O	27.03	27.93	28.85	29.75	30.65	31.55	32.45	33.35	34.25	35.15
7	B	20.03	20.70	21.37	22.03	22.70	23.37	24.04	24.70	25.37	26.04
	O	30.05	31.05	32.06	33.05	34.05	35.06	36.06	37.05	38.06	39.06
8	B	22.18	22.92	23.66	24.40	25.14	25.88	26.62	27.36	28.10	28.84
	O	33.27	34.38	35.49	36.60	37.71	38.82	39.93	40.47	40.47	40.47
9	B	24.50	25.32	26.13	26.95	27.77	28.58	29.40	30.22	31.03	31.85
	O	36.75	37.98	39.20	40.43	40.47	40.47	40.47	40.47	40.47	40.47
10	B	26.98	27.88	28.78	29.68	30.58	31.48	32.38	33.28	34.18	35.08
	O	40.47	40.47	40.47	40.47	40.47	40.47	40.47	40.47	40.47	40.47
11	B	29.64	30.63	31.62	32.61	33.60	34.58	35.57	36.56	37.55	38.54
	O	40.47	40.47	40.47	40.47	40.47	40.47	40.47	40.47	40.47	40.47
12	B	35.53	36.71	37.90	39.08	40.27	41.45	42.64	43.82	45.00	46.19
	O	40.47	40.47	40.47	40.47	40.47	41.45	42.64	43.82	45.00	46.19
13	B	42.25	43.66	45.07	46.47	47.88	49.29	50.70	52.11	53.52	54.92
	O	42.25	43.66	45.07	46.47	47.88	49.29	50.70	52.11	53.52	54.92
14	B	49.93	51.59	53.25	54.92	56.58	58.25	59.91	61.58	63.24	64.90
	O	49.93	51.59	53.25	54.92	56.58	58.25	59.91	61.58	63.24	64.90
15	B	58.73	60.68	62.64	64.60	66.56	68.51	70.47	72.43	74.39	76.34
	O	58.73	60.68	62.64	64.60	66.56	68.51	70.47	72.43	74.39	76.34

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-COL
INCORPORATING A LOCALITY PAYMENT OF 18.97%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.71	\$ 11.07	\$ 11.42	\$ 11.78	\$ 12.13	\$ 12.34	\$ 12.69	\$ 13.05	\$ 13.06	\$ 13.40
	O	16.07	16.61	17.13	17.67	18.20	18.51	19.04	19.58	19.59	20.10
2	B	12.04	12.33	12.73	13.06	13.21	13.60	13.99	14.38	14.77	15.15
	O	18.06	18.50	19.10	19.59	19.82	20.40	20.99	21.57	22.16	22.73
3	B	13.14	13.57	14.01	14.45	14.89	15.33	15.76	16.20	16.64	17.08
	O	19.71	20.36	21.02	21.68	22.34	23.00	23.64	24.30	24.96	25.62
4	B	14.75	15.24	15.73	16.22	16.71	17.20	17.70	18.19	18.68	19.17
	O	22.13	22.86	23.60	24.33	25.07	25.80	26.55	27.29	28.02	28.76
5	B	16.50	17.05	17.60	18.15	18.70	19.25	19.80	20.35	20.90	21.45
	O	24.75	25.58	26.40	27.23	28.05	28.88	29.70	30.53	31.35	32.18
6	B	18.39	19.00	19.62	20.23	20.84	21.46	22.07	22.68	23.29	23.91
	O	27.59	28.50	29.43	30.35	31.26	32.19	33.11	34.02	34.94	35.87
7	B	20.44	21.12	21.80	22.48	23.16	23.84	24.53	25.21	25.89	26.57
	O	30.66	31.68	32.70	33.72	34.74	35.76	36.80	37.82	38.84	39.86
8	B	22.63	23.39	24.14	24.90	25.65	26.41	27.16	27.92	28.67	29.43
	O	33.95	35.09	36.21	37.35	38.48	39.62	40.74	41.30	41.30	41.30
9	B	25.00	25.83	26.67	27.50	28.33	29.17	30.00	30.83	31.67	32.50
	O	37.50	38.75	40.01	41.25	41.30	41.30	41.30	41.30	41.30	41.30
10	B	27.53	28.45	29.37	30.29	31.20	32.12	33.04	33.96	34.87	35.79
	O	41.30	41.30	41.30	41.30	41.30	41.30	41.30	41.30	41.30	41.30
11	B	30.25	31.26	32.26	33.27	34.28	35.29	36.30	37.31	38.32	39.32
	O	41.30	41.30	41.30	41.30	41.30	41.30	41.30	41.30	41.30	41.30
12	B	36.26	37.46	38.67	39.88	41.09	42.30	43.51	44.71	45.92	47.13
	O	41.30	41.30	41.30	41.30	41.30	42.30	43.51	44.71	45.92	47.13
13	B	43.11	44.55	45.99	47.42	48.86	50.30	51.73	53.17	54.61	56.05
	O	43.11	44.55	45.99	47.42	48.86	50.30	51.73	53.17	54.61	56.05
14	B	50.95	52.64	54.34	56.04	57.74	59.44	61.13	62.83	64.53	66.23
	O	50.95	52.64	54.34	56.04	57.74	59.44	61.13	62.83	64.53	66.23
15	B	59.93	61.92	63.92	65.92	67.92	69.91	71.91	73.91	75.91	77.90
	O	59.93	61.92	63.92	65.92	67.92	69.91	71.91	73.91	75.91	77.90

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-CC
INCORPORATING A LOCALITY PAYMENT OF 15.37%
FOR THE LOCALITY PAY AREA OF CORPUS CHRISTI-KINGSVILLE-ALICE, TX
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	12.74	13.16	13.59	14.01	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.11	19.74	20.39	21.02	21.66	22.29	22.94	23.57	24.21	24.84
4	B	14.30	14.78	15.25	15.73	16.21	16.68	17.16	17.64	18.11	18.59
	O	21.45	22.17	22.88	23.60	24.32	25.02	25.74	26.46	27.17	27.89
5	B	16.00	16.53	17.07	17.60	18.13	18.67	19.20	19.74	20.27	20.80
	O	24.00	24.80	25.61	26.40	27.20	28.01	28.80	29.61	30.41	31.20
6	B	17.84	18.43	19.02	19.62	20.21	20.81	21.40	22.00	22.59	23.18
	O	26.76	27.65	28.53	29.43	30.32	31.22	32.10	33.00	33.89	34.77
7	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.44	25.10	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.66
8	B	21.95	22.68	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54
	O	32.93	34.02	35.12	36.23	37.32	38.42	39.51	40.05	40.05	40.05
9	B	24.24	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52
	O	36.36	37.58	38.79	40.01	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	40.05	40.05	40.05	40.05	40.05	41.02	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-DFW
INCORPORATING A LOCALITY PAYMENT OF 23.40%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.11	\$ 11.48	\$ 11.85	\$ 12.22	\$ 12.59	\$ 12.80	\$ 13.17	\$ 13.53	\$ 13.55	\$ 13.90
	O	16.67	17.22	17.78	18.33	18.89	19.20	19.76	20.30	20.33	20.85
2	B	12.49	12.79	13.20	13.55	13.70	14.11	14.51	14.91	15.32	15.72
	O	18.74	19.19	19.80	20.33	20.55	21.17	21.77	22.37	22.98	23.58
3	B	13.63	14.08	14.53	14.99	15.44	15.90	16.35	16.80	17.26	17.71
	O	20.45	21.12	21.80	22.49	23.16	23.85	24.53	25.20	25.89	26.57
4	B	15.30	15.81	16.32	16.83	17.34	17.85	18.36	18.86	19.37	19.88
	O	22.95	23.72	24.48	25.25	26.01	26.78	27.54	28.29	29.06	29.82
5	B	17.11	17.69	18.26	18.83	19.40	19.97	20.54	21.11	21.68	22.25
	O	25.67	26.54	27.39	28.25	29.10	29.96	30.81	31.67	32.52	33.38
6	B	19.08	19.71	20.35	20.98	21.62	22.26	22.89	23.53	24.16	24.80
	O	28.62	29.57	30.53	31.47	32.43	33.39	34.34	35.30	36.24	37.20
7	B	21.20	21.91	22.61	23.32	24.03	24.73	25.44	26.15	26.85	27.56
	O	31.80	32.87	33.92	34.98	36.05	37.10	38.16	39.23	40.28	41.34
8	B	23.48	24.26	25.04	25.83	26.61	27.39	28.17	28.96	29.74	30.52
	O	35.22	36.39	37.56	38.75	39.92	41.09	42.26	42.84	42.84	42.84
9	B	25.93	26.80	27.66	28.53	29.39	30.25	31.12	31.98	32.85	33.71
	O	38.90	40.20	41.49	42.80	42.84	42.84	42.84	42.84	42.84	42.84
10	B	28.56	29.51	30.46	31.41	32.36	33.32	34.27	35.22	36.17	37.12
	O	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84
11	B	31.37	32.42	33.47	34.51	35.56	36.60	37.65	38.70	39.74	40.79
	O	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84
12	B	37.61	38.86	40.11	41.37	42.62	43.87	45.13	46.38	47.63	48.89
	O	42.84	42.84	42.84	42.84	42.84	43.87	45.13	46.38	47.63	48.89
13	B	44.72	46.21	47.70	49.19	50.68	52.17	53.66	55.15	56.64	58.13
	O	44.72	46.21	47.70	49.19	50.68	52.17	53.66	55.15	56.64	58.13
14	B	52.84	54.60	56.37	58.13	59.89	61.65	63.41	65.17	66.93	68.70
	O	52.84	54.60	56.37	58.13	59.89	61.65	63.41	65.17	66.93	68.70
15	B	62.16	64.23	66.30	68.37	70.44	72.52	74.59	76.66	78.68	78.68
	O	62.16	64.23	66.30	68.37	70.44	72.52	74.59	76.66	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-DV
INCORPORATING A LOCALITY PAYMENT OF 16.08%
FOR THE LOCALITY PAY AREA OF DAVENPORT-MOLINE, IA-IL
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.45	\$ 10.80	\$ 11.15	\$ 11.49	\$ 11.84	\$ 12.04	\$ 12.39	\$ 12.73	\$ 12.75	\$ 13.07
	O	15.68	16.20	16.73	17.24	17.76	18.06	18.59	19.10	19.13	19.61
2	B	11.75	12.03	12.42	12.75	12.89	13.27	13.65	14.03	14.41	14.79
	O	17.63	18.05	18.63	19.13	19.34	19.91	20.48	21.05	21.62	22.19
3	B	12.82	13.24	13.67	14.10	14.53	14.95	15.38	15.81	16.24	16.66
	O	19.23	19.86	20.51	21.15	21.80	22.43	23.07	23.72	24.36	24.99
4	B	14.39	14.87	15.35	15.83	16.31	16.79	17.27	17.75	18.23	18.70
	O	21.59	22.31	23.03	23.75	24.47	25.19	25.91	26.63	27.35	28.05
5	B	16.10	16.64	17.17	17.71	18.25	18.78	19.32	19.86	20.39	20.93
	O	24.15	24.96	25.76	26.57	27.38	28.17	28.98	29.79	30.59	31.40
6	B	17.95	18.54	19.14	19.74	20.34	20.93	21.53	22.13	22.73	23.33
	O	26.93	27.81	28.71	29.61	30.51	31.40	32.30	33.20	34.10	35.00
7	B	19.94	20.61	21.27	21.94	22.60	23.27	23.93	24.59	25.26	25.92
	O	29.91	30.92	31.91	32.91	33.90	34.91	35.90	36.89	37.89	38.88
8	B	22.09	22.82	23.56	24.29	25.03	25.77	26.50	27.24	27.98	28.71
	O	33.14	34.23	35.34	36.44	37.55	38.66	39.75	40.29	40.29	40.29
9	B	24.39	25.21	26.02	26.83	27.65	28.46	29.27	30.09	30.90	31.71
	O	36.59	37.82	39.03	40.25	40.29	40.29	40.29	40.29	40.29	40.29
10	B	26.86	27.76	28.65	29.55	30.45	31.34	32.24	33.13	34.03	34.92
	O	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29
11	B	29.51	30.50	31.48	32.47	33.45	34.43	35.42	36.40	37.38	38.37
	O	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29	40.29
12	B	35.37	36.55	37.73	38.91	40.09	41.27	42.45	43.63	44.81	45.99
	O	40.29	40.29	40.29	40.29	40.29	41.27	42.45	43.63	44.81	45.99
13	B	42.06	43.47	44.87	46.27	47.67	49.08	50.48	51.88	53.28	54.68
	O	42.06	43.47	44.87	46.27	47.67	49.08	50.48	51.88	53.28	54.68
14	B	49.71	51.37	53.02	54.68	56.34	57.99	59.65	61.31	62.96	64.62
	O	49.71	51.37	53.02	54.68	56.34	57.99	59.65	61.31	62.96	64.62
15	B	58.47	60.42	62.37	64.32	66.27	68.21	70.16	72.11	74.06	76.01
	O	58.47	60.42	62.37	64.32	66.27	68.21	70.16	72.11	74.06	76.01

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-DAY
INCORPORATING A LOCALITY PAYMENT OF 18.11%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.63	\$ 10.99	\$ 11.34	\$ 11.69	\$ 12.05	\$ 12.25	\$ 12.60	\$ 12.95	\$ 12.97	\$ 13.30
	O	15.95	16.49	17.01	17.54	18.08	18.38	18.90	19.43	19.46	19.95
2	B	11.95	12.24	12.63	12.97	13.12	13.50	13.89	14.27	14.66	15.05
	O	17.93	18.36	18.95	19.46	19.68	20.25	20.84	21.41	21.99	22.58
3	B	13.04	13.48	13.91	14.35	14.78	15.22	15.65	16.08	16.52	16.95
	O	19.56	20.22	20.87	21.53	22.17	22.83	23.48	24.12	24.78	25.43
4	B	14.64	15.13	15.62	16.10	16.59	17.08	17.57	18.06	18.54	19.03
	O	21.96	22.70	23.43	24.15	24.89	25.62	26.36	27.09	27.81	28.55
5	B	16.38	16.93	17.47	18.02	18.57	19.11	19.66	20.20	20.75	21.30
	O	24.57	25.40	26.21	27.03	27.86	28.67	29.49	30.30	31.13	31.95
6	B	18.26	18.87	19.48	20.08	20.69	21.30	21.91	22.52	23.13	23.73
	O	27.39	28.31	29.22	30.12	31.04	31.95	32.87	33.78	34.70	35.60
7	B	20.29	20.97	21.64	22.32	23.00	23.67	24.35	25.02	25.70	26.38
	O	30.44	31.46	32.46	33.48	34.50	35.51	36.53	37.53	38.55	39.57
8	B	22.47	23.22	23.97	24.72	25.47	26.22	26.97	27.72	28.47	29.22
	O	33.71	34.83	35.96	37.08	38.21	39.33	40.46	41.00	41.00	41.00
9	B	24.82	25.65	26.47	27.30	28.13	28.96	29.78	30.61	31.44	32.27
	O	37.23	38.48	39.71	40.95	41.00	41.00	41.00	41.00	41.00	41.00
10	B	27.33	28.24	29.16	30.07	30.98	31.89	32.80	33.71	34.62	35.53
	O	41.00	41.00	41.00	41.00	41.00	41.00	41.00	41.00	41.00	41.00
11	B	30.03	31.03	32.03	33.03	34.03	35.03	36.04	37.04	38.04	39.04
	O	41.00	41.00	41.00	41.00	41.00	41.00	41.00	41.00	41.00	41.00
12	B	35.99	37.19	38.39	39.59	40.79	41.99	43.19	44.39	45.59	46.79
	O	41.00	41.00	41.00	41.00	41.00	41.99	43.19	44.39	45.59	46.79
13	B	42.80	44.23	45.65	47.08	48.51	49.93	51.36	52.79	54.21	55.64
	O	42.80	44.23	45.65	47.08	48.51	49.93	51.36	52.79	54.21	55.64
14	B	50.58	52.26	53.95	55.63	57.32	59.01	60.69	62.38	64.06	65.75
	O	50.58	52.26	53.95	55.63	57.32	59.01	60.69	62.38	64.06	65.75
15	B	59.49	61.48	63.46	65.44	67.42	69.41	71.39	73.37	75.36	77.34
	O	59.49	61.48	63.46	65.44	67.42	69.41	71.39	73.37	75.36	77.34

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-DEN
INCORPORATING A LOCALITY PAYMENT OF 25.47%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.29	\$ 11.67	\$ 12.05	\$ 12.42	\$ 12.80	\$ 13.02	\$ 13.39	\$ 13.76	\$ 13.78	\$ 14.13
	O	16.94	17.51	18.08	18.63	19.20	19.53	20.09	20.64	20.67	21.20
2	B	12.70	13.00	13.42	13.78	13.93	14.34	14.75	15.16	15.57	15.98
	O	19.05	19.50	20.13	20.67	20.90	21.51	22.13	22.74	23.36	23.97
3	B	13.85	14.32	14.78	15.24	15.70	16.16	16.62	17.09	17.55	18.01
	O	20.78	21.48	22.17	22.86	23.55	24.24	24.93	25.64	26.33	27.02
4	B	15.55	16.07	16.59	17.11	17.63	18.14	18.66	19.18	19.70	20.22
	O	23.33	24.11	24.89	25.67	26.45	27.21	27.99	28.77	29.55	30.33
5	B	17.40	17.98	18.56	19.14	19.72	20.30	20.88	21.46	22.04	22.62
	O	26.10	26.97	27.84	28.71	29.58	30.45	31.32	32.19	33.06	33.93
6	B	19.40	20.04	20.69	21.34	21.98	22.63	23.27	23.92	24.57	25.21
	O	29.10	30.06	31.04	32.01	32.97	33.95	34.91	35.88	36.86	37.82
7	B	21.56	22.27	22.99	23.71	24.43	25.15	25.87	26.58	27.30	28.02
	O	32.34	33.41	34.49	35.57	36.65	37.73	38.81	39.87	40.95	42.03
8	B	23.87	24.67	25.46	26.26	27.06	27.85	28.65	29.44	30.24	31.04
	O	35.81	37.01	38.19	39.39	40.59	41.78	42.98	43.56	43.56	43.56
9	B	26.37	27.25	28.12	29.00	29.88	30.76	31.64	32.52	33.40	34.28
	O	39.56	40.88	42.18	43.50	43.56	43.56	43.56	43.56	43.56	43.56
10	B	29.04	30.00	30.97	31.94	32.91	33.88	34.84	35.81	36.78	37.75
	O	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56
11	B	31.90	32.96	34.03	35.09	36.15	37.22	38.28	39.35	40.41	41.47
	O	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56	43.56
12	B	38.24	39.51	40.79	42.06	43.33	44.61	45.88	47.16	48.43	49.71
	O	43.56	43.56	43.56	43.56	43.56	44.61	45.88	47.16	48.43	49.71
13	B	45.47	46.98	48.50	50.01	51.53	53.05	54.56	56.08	57.59	59.11
	O	45.47	46.98	48.50	50.01	51.53	53.05	54.56	56.08	57.59	59.11
14	B	53.73	55.52	57.31	59.10	60.89	62.68	64.47	66.27	68.06	69.85
	O	53.73	55.52	57.31	59.10	60.89	62.68	64.47	66.27	68.06	69.85
15	B	63.20	65.31	67.41	69.52	71.63	73.73	75.84	77.95	78.68	78.68
	O	63.20	65.31	67.41	69.52	71.63	73.73	75.84	77.95	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-DET
INCORPORATING A LOCALITY PAYMENT OF 26.25%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.36	\$ 11.74	\$ 12.12	\$ 12.50	\$ 12.88	\$ 13.10	\$ 13.47	\$ 13.85	\$ 13.86	\$ 14.22
	O	17.04	17.61	18.18	18.75	19.32	19.65	20.21	20.78	20.79	21.33
2	B	12.78	13.08	13.50	13.86	14.02	14.43	14.84	15.26	15.67	16.08
	O	19.17	19.62	20.25	20.79	21.03	21.65	22.26	22.89	23.51	24.12
3	B	13.94	14.41	14.87	15.33	15.80	16.26	16.73	17.19	17.66	18.12
	O	20.91	21.62	22.31	23.00	23.70	24.39	25.10	25.79	26.49	27.18
4	B	15.65	16.17	16.69	17.21	17.74	18.26	18.78	19.30	19.82	20.34
	O	23.48	24.26	25.04	25.82	26.61	27.39	28.17	28.95	29.73	30.51
5	B	17.51	18.09	18.68	19.26	19.84	20.43	21.01	21.60	22.18	22.76
	O	26.27	27.14	28.02	28.89	29.76	30.65	31.52	32.40	33.27	34.14
6	B	19.52	20.17	20.82	21.47	22.12	22.77	23.42	24.07	24.72	25.37
	O	29.28	30.26	31.23	32.21	33.18	34.16	35.13	36.11	37.08	38.06
7	B	21.69	22.41	23.14	23.86	24.58	25.30	26.03	26.75	27.47	28.20
	O	32.54	33.62	34.71	35.79	36.87	37.95	39.05	40.13	41.21	42.30
8	B	24.02	24.82	25.62	26.42	27.22	28.02	28.83	29.63	30.43	31.23
	O	36.03	37.23	38.43	39.63	40.83	42.03	43.25	43.83	43.83	43.83
9	B	26.53	27.41	28.30	29.18	30.07	30.95	31.84	32.72	33.61	34.49
	O	39.80	41.12	42.45	43.77	43.83	43.83	43.83	43.83	43.83	43.83
10	B	29.22	30.19	31.16	32.14	33.11	34.09	35.06	36.03	37.01	37.98
	O	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83
11	B	32.10	33.17	34.24	35.31	36.38	37.45	38.52	39.59	40.66	41.73
	O	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83
12	B	38.47	39.76	41.04	42.32	43.60	44.89	46.17	47.45	48.73	50.02
	O	43.83	43.83	43.83	43.83	43.83	44.89	46.17	47.45	48.73	50.02
13	B	45.75	47.28	48.80	50.33	51.85	53.38	54.90	56.43	57.95	59.48
	O	45.75	47.28	48.80	50.33	51.85	53.38	54.90	56.43	57.95	59.48
14	B	54.06	55.87	57.67	59.47	61.27	63.07	64.88	66.68	68.48	70.28
	O	54.06	55.87	57.67	59.47	61.27	63.07	64.88	66.68	68.48	70.28
15	B	63.59	65.71	67.83	69.95	72.07	74.19	76.31	78.43	78.68	78.68
	O	63.59	65.71	67.83	69.95	72.07	74.19	76.31	78.43	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-HB
INCORPORATING A LOCALITY PAYMENT OF 16.15%
FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.45	\$ 10.80	\$ 11.15	\$ 11.50	\$ 11.85	\$ 12.05	\$ 12.39	\$ 12.74	\$ 12.75	\$ 13.08
	O	15.68	16.20	16.73	17.25	17.78	18.08	18.59	19.11	19.13	19.62
2	B	11.75	12.03	12.42	12.75	12.90	13.28	13.66	14.04	14.42	14.80
	O	17.63	18.05	18.63	19.13	19.35	19.92	20.49	21.06	21.63	22.20
3	B	12.83	13.25	13.68	14.11	14.54	14.96	15.39	15.82	16.24	16.67
	O	19.25	19.88	20.52	21.17	21.81	22.44	23.09	23.73	24.36	25.01
4	B	14.40	14.88	15.36	15.84	16.32	16.80	17.28	17.76	18.24	18.72
	O	21.60	22.32	23.04	23.76	24.48	25.20	25.92	26.64	27.36	28.08
5	B	16.11	16.65	17.18	17.72	18.26	18.79	19.33	19.87	20.41	20.94
	O	24.17	24.98	25.77	26.58	27.39	28.19	29.00	29.81	30.62	31.41
6	B	17.96	18.55	19.15	19.75	20.35	20.95	21.55	22.14	22.74	23.34
	O	26.94	27.83	28.73	29.63	30.53	31.43	32.33	33.21	34.11	35.01
7	B	19.95	20.62	21.28	21.95	22.61	23.28	23.94	24.61	25.27	25.94
	O	29.93	30.93	31.92	32.93	33.92	34.92	35.91	36.92	37.91	38.91
8	B	22.10	22.84	23.57	24.31	25.05	25.78	26.52	27.26	27.99	28.73
	O	33.15	34.26	35.36	36.47	37.58	38.67	39.78	40.32	40.32	40.32
9	B	24.41	25.22	26.04	26.85	27.66	28.48	29.29	30.10	30.92	31.73
	O	36.62	37.83	39.06	40.28	40.32	40.32	40.32	40.32	40.32	40.32
10	B	26.88	27.78	28.67	29.57	30.46	31.36	32.26	33.15	34.05	34.94
	O	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32
11	B	29.53	30.52	31.50	32.48	33.47	34.45	35.44	36.42	37.41	38.39
	O	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32
12	B	35.40	36.58	37.76	38.94	40.12	41.30	42.48	43.66	44.83	46.01
	O	40.32	40.32	40.32	40.32	40.32	41.30	42.48	43.66	44.83	46.01
13	B	42.09	43.49	44.90	46.30	47.70	49.11	50.51	51.91	53.31	54.72
	O	42.09	43.49	44.90	46.30	47.70	49.11	50.51	51.91	53.31	54.72
14	B	49.74	51.40	53.05	54.71	56.37	58.03	59.69	61.34	63.00	64.66
	O	49.74	51.40	53.05	54.71	56.37	58.03	59.69	61.34	63.00	64.66
15	B	58.51	60.46	62.41	64.36	66.31	68.26	70.21	72.16	74.11	76.06
	O	58.51	60.46	62.41	64.36	66.31	68.26	70.21	72.16	74.11	76.06

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-HAR
INCORPORATING A LOCALITY PAYMENT OF 28.21%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.54	\$ 11.93	\$ 12.31	\$ 12.69	\$ 13.08	\$ 13.30	\$ 13.68	\$ 14.06	\$ 14.08	\$ 14.44
	O	17.31	17.90	18.47	19.04	19.62	19.95	20.52	21.09	21.12	21.66
2	B	12.98	13.28	13.71	14.08	14.24	14.66	15.07	15.49	15.91	16.33
	O	19.47	19.92	20.57	21.12	21.36	21.99	22.61	23.24	23.87	24.50
3	B	14.16	14.63	15.10	15.57	16.04	16.52	16.99	17.46	17.93	18.40
	O	21.24	21.95	22.65	23.36	24.06	24.78	25.49	26.19	26.90	27.60
4	B	15.89	16.42	16.95	17.48	18.01	18.54	19.07	19.60	20.13	20.66
	O	23.84	24.63	25.43	26.22	27.02	27.81	28.61	29.40	30.20	30.99
5	B	17.78	18.37	18.97	19.56	20.15	20.75	21.34	21.93	22.52	23.12
	O	26.67	27.56	28.46	29.34	30.23	31.13	32.01	32.90	33.78	34.68
6	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.44	25.10	25.76
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.64
7	B	22.03	22.76	23.49	24.23	24.96	25.70	26.43	27.16	27.90	28.63
	O	33.05	34.14	35.24	36.35	37.44	38.55	39.65	40.74	41.85	42.95
8	B	24.39	25.21	26.02	26.83	27.65	28.46	29.27	30.09	30.90	31.71
	O	36.59	37.82	39.03	40.25	41.48	42.69	43.91	44.51	44.51	44.51
9	B	26.94	27.84	28.74	29.64	30.54	31.43	32.33	33.23	34.13	35.03
	O	40.41	41.76	43.11	44.46	44.51	44.51	44.51	44.51	44.51	44.51
10	B	29.67	30.66	31.65	32.64	33.63	34.62	35.60	36.59	37.58	38.57
	O	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51
11	B	32.60	33.68	34.77	35.86	36.94	38.03	39.12	40.20	41.29	42.38
	O	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51
12	B	39.07	40.37	41.68	42.98	44.28	45.58	46.89	48.19	49.49	50.79
	O	44.51	44.51	44.51	44.51	44.51	45.58	46.89	48.19	49.49	50.79
13	B	46.46	48.01	49.56	51.11	52.66	54.20	55.75	57.30	58.85	60.40
	O	46.46	48.01	49.56	51.11	52.66	54.20	55.75	57.30	58.85	60.40
14	B	54.90	56.73	58.56	60.39	62.22	64.05	65.88	67.71	69.54	71.37
	O	54.90	56.73	58.56	60.39	62.22	64.05	65.88	67.71	69.54	71.37
15	B	64.58	66.73	68.89	71.04	73.19	75.34	77.50	78.68	78.68	78.68
	O	64.58	66.73	68.89	71.04	73.19	75.34	77.50	78.68	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-HOU
INCORPORATING A LOCALITY PAYMENT OF 31.74%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.86	\$ 12.25	\$ 12.65	\$ 13.04	\$ 13.44	\$ 13.67	\$ 14.06	\$ 14.45	\$ 14.46	\$ 14.84
	O	17.79	18.38	18.98	19.56	20.16	20.51	21.09	21.68	21.69	22.26
2	B	13.33	13.65	14.09	14.46	14.63	15.06	15.49	15.92	16.35	16.78
	O	20.00	20.48	21.14	21.69	21.95	22.59	23.24	23.88	24.53	25.17
3	B	14.55	15.03	15.52	16.00	16.49	16.97	17.46	17.94	18.43	18.91
	O	21.83	22.55	23.28	24.00	24.74	25.46	26.19	26.91	27.65	28.37
4	B	16.33	16.87	17.42	17.96	18.51	19.05	19.60	20.14	20.68	21.23
	O	24.50	25.31	26.13	26.94	27.77	28.58	29.40	30.21	31.02	31.85
5	B	18.27	18.88	19.49	20.10	20.71	21.32	21.93	22.54	23.14	23.75
	O	27.41	28.32	29.24	30.15	31.07	31.98	32.90	33.81	34.71	35.63
6	B	20.37	21.05	21.72	22.40	23.08	23.76	24.44	25.12	25.79	26.47
	O	30.56	31.58	32.58	33.60	34.62	35.64	36.66	37.68	38.69	39.71
7	B	22.63	23.39	24.14	24.90	25.65	26.40	27.16	27.91	28.67	29.42
	O	33.95	35.09	36.21	37.35	38.48	39.60	40.74	41.87	43.01	44.13
8	B	25.06	25.90	26.74	27.57	28.41	29.24	30.08	30.92	31.75	32.59
	O	37.59	38.85	40.11	41.36	42.62	43.86	45.12	45.74	45.74	45.74
9	B	27.68	28.61	29.53	30.45	31.38	32.30	33.22	34.14	35.07	35.99
	O	41.52	42.92	44.30	45.68	45.74	45.74	45.74	45.74	45.74	45.74
10	B	30.49	31.50	32.52	33.54	34.55	35.57	36.59	37.60	38.62	39.63
	O	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74
11	B	33.49	34.61	35.73	36.84	37.96	39.08	40.20	41.31	42.43	43.54
	O	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74
12	B	40.15	41.49	42.82	44.16	45.50	46.84	48.18	49.51	50.85	52.19
	O	45.74	45.74	45.74	45.74	45.74	46.84	48.18	49.51	50.85	52.19
13	B	47.74	49.33	50.92	52.51	54.10	55.70	57.29	58.88	60.47	62.06
	O	47.74	49.33	50.92	52.51	54.10	55.70	57.29	58.88	60.47	62.06
14	B	56.41	58.29	60.17	62.06	63.94	65.82	67.70	69.58	71.46	73.34
	O	56.41	58.29	60.17	62.06	63.94	65.82	67.70	69.58	71.46	73.34
15	B	66.36	68.57	70.78	72.99	75.21	77.42	78.68	78.68	78.68	78.68
	O	66.36	68.57	70.78	72.99	75.21	77.42	78.68	78.68	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-HNT
INCORPORATING A LOCALITY PAYMENT OF 18.49%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.67	\$ 11.02	\$ 11.38	\$ 11.73	\$ 12.08	\$ 12.29	\$ 12.64	\$ 13.00	\$ 13.01	\$ 13.34
	O	16.01	16.53	17.07	17.60	18.12	18.44	18.96	19.50	19.52	20.01
2	B	11.99	12.28	12.67	13.01	13.16	13.54	13.93	14.32	14.71	15.09
	O	17.99	18.42	19.01	19.52	19.74	20.31	20.90	21.48	22.07	22.64
3	B	13.08	13.52	13.96	14.39	14.83	15.26	15.70	16.14	16.57	17.01
	O	19.62	20.28	20.94	21.59	22.25	22.89	23.55	24.21	24.86	25.52
4	B	14.69	15.18	15.67	16.16	16.65	17.14	17.62	18.11	18.60	19.09
	O	22.04	22.77	23.51	24.24	24.98	25.71	26.43	27.17	27.90	28.64
5	B	16.43	16.98	17.53	18.08	18.63	19.17	19.72	20.27	20.82	21.36
	O	24.65	25.47	26.30	27.12	27.95	28.76	29.58	30.41	31.23	32.04
6	B	18.32	18.93	19.54	20.15	20.76	21.37	21.98	22.59	23.20	23.81
	O	27.48	28.40	29.31	30.23	31.14	32.06	32.97	33.89	34.80	35.72
7	B	20.36	21.03	21.71	22.39	23.07	23.75	24.43	25.11	25.78	26.46
	O	30.54	31.55	32.57	33.59	34.61	35.63	36.65	37.67	38.67	39.69
8	B	22.54	23.30	24.05	24.80	25.55	26.30	27.05	27.81	28.56	29.31
	O	33.81	34.95	36.08	37.20	38.33	39.45	40.58	41.13	41.13	41.13
9	B	24.90	25.73	26.56	27.39	28.22	29.05	29.88	30.71	31.54	32.37
	O	37.35	38.60	39.84	41.09	41.13	41.13	41.13	41.13	41.13	41.13
10	B	27.42	28.33	29.25	30.16	31.08	31.99	32.91	33.82	34.73	35.65
	O	41.13	41.13	41.13	41.13	41.13	41.13	41.13	41.13	41.13	41.13
11	B	30.13	31.13	32.13	33.14	34.14	35.15	36.15	37.16	38.16	39.17
	O	41.13	41.13	41.13	41.13	41.13	41.13	41.13	41.13	41.13	41.13
12	B	36.11	37.31	38.52	39.72	40.92	42.13	43.33	44.53	45.74	46.94
	O	41.13	41.13	41.13	41.13	41.13	42.13	43.33	44.53	45.74	46.94
13	B	42.94	44.37	45.80	47.23	48.66	50.09	51.53	52.96	54.39	55.82
	O	42.94	44.37	45.80	47.23	48.66	50.09	51.53	52.96	54.39	55.82
14	B	50.74	52.43	54.12	55.81	57.51	59.20	60.89	62.58	64.27	65.96
	O	50.74	52.43	54.12	55.81	57.51	59.20	60.89	62.58	64.27	65.96
15	B	59.68	61.67	63.66	65.65	67.64	69.63	71.62	73.61	75.60	77.59
	O	59.68	61.67	63.66	65.65	67.64	69.63	71.62	73.61	75.60	77.59

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-IND
INCORPORATING A LOCALITY PAYMENT OF 16.23%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.46	\$ 10.81	\$ 11.16	\$ 11.51	\$ 11.85	\$ 12.06	\$ 12.40	\$ 12.75	\$ 12.76	\$ 13.09
	O	15.69	16.22	16.74	17.27	17.78	18.09	18.60	19.13	19.14	19.64
2	B	11.76	12.04	12.43	12.76	12.91	13.29	13.67	14.05	14.43	14.81
	O	17.64	18.06	18.65	19.14	19.37	19.94	20.51	21.08	21.65	22.22
3	B	12.83	13.26	13.69	14.12	14.55	14.97	15.40	15.83	16.26	16.68
	O	19.25	19.89	20.54	21.18	21.83	22.46	23.10	23.75	24.39	25.02
4	B	14.41	14.89	15.37	15.85	16.33	16.81	17.29	17.77	18.25	18.73
	O	21.62	22.34	23.06	23.78	24.50	25.22	25.94	26.66	27.38	28.10
5	B	16.12	16.66	17.20	17.73	18.27	18.81	19.34	19.88	20.42	20.96
	O	24.18	24.99	25.80	26.60	27.41	28.22	29.01	29.82	30.63	31.44
6	B	17.97	18.57	19.17	19.76	20.36	20.96	21.56	22.16	22.76	23.36
	O	26.96	27.86	28.76	29.64	30.54	31.44	32.34	33.24	34.14	35.04
7	B	19.97	20.63	21.30	21.96	22.63	23.30	23.96	24.63	25.29	25.96
	O	29.96	30.95	31.95	32.94	33.95	34.95	35.94	36.95	37.94	38.94
8	B	22.11	22.85	23.59	24.33	25.06	25.80	26.54	27.28	28.01	28.75
	O	33.17	34.28	35.39	36.50	37.59	38.70	39.81	40.35	40.35	40.35
9	B	24.43	25.24	26.05	26.87	27.68	28.50	29.31	30.12	30.94	31.75
	O	36.65	37.86	39.08	40.31	40.35	40.35	40.35	40.35	40.35	40.35
10	B	26.90	27.79	28.69	29.59	30.48	31.38	32.28	33.17	34.07	34.97
	O	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35
11	B	29.55	30.54	31.52	32.51	33.49	34.48	35.46	36.45	37.43	38.42
	O	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35	40.35
12	B	35.42	36.60	37.78	38.96	40.14	41.32	42.50	43.69	44.87	46.05
	O	40.35	40.35	40.35	40.35	40.35	41.32	42.50	43.69	44.87	46.05
13	B	42.12	43.52	44.93	46.33	47.74	49.14	50.54	51.95	53.35	54.76
	O	42.12	43.52	44.93	46.33	47.74	49.14	50.54	51.95	53.35	54.76
14	B	49.77	51.43	53.09	54.75	56.41	58.07	59.73	61.39	63.05	64.70
	O	49.77	51.43	53.09	54.75	56.41	58.07	59.73	61.39	63.05	64.70
15	B	58.55	60.50	62.45	64.40	66.35	68.30	70.25	72.21	74.16	76.11
	O	58.55	60.50	62.45	64.40	66.35	68.30	70.25	72.21	74.16	76.11

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-KC
INCORPORATING A LOCALITY PAYMENT OF 16.10%
FOR THE LOCALITY PAY AREA OF KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.45	\$ 10.80	\$ 11.15	\$ 11.49	\$ 11.84	\$ 12.04	\$ 12.39	\$ 12.73	\$ 12.75	\$ 13.07
	O	15.68	16.20	16.73	17.24	17.76	18.06	18.59	19.10	19.13	19.61
2	B	11.75	12.03	12.42	12.75	12.89	13.27	13.65	14.03	14.41	14.79
	O	17.63	18.05	18.63	19.13	19.34	19.91	20.48	21.05	21.62	22.19
3	B	12.82	13.25	13.67	14.10	14.53	14.96	15.38	15.81	16.24	16.67
	O	19.23	19.88	20.51	21.15	21.80	22.44	23.07	23.72	24.36	25.01
4	B	14.39	14.87	15.35	15.83	16.31	16.79	17.27	17.75	18.23	18.71
	O	21.59	22.31	23.03	23.75	24.47	25.19	25.91	26.63	27.35	28.07
5	B	16.10	16.64	17.18	17.71	18.25	18.79	19.32	19.86	20.40	20.93
	O	24.15	24.96	25.77	26.57	27.38	28.19	28.98	29.79	30.60	31.40
6	B	17.95	18.55	19.14	19.74	20.34	20.94	21.54	22.13	22.73	23.33
	O	26.93	27.83	28.71	29.61	30.51	31.41	32.31	33.20	34.10	35.00
7	B	19.95	20.61	21.28	21.94	22.60	23.27	23.93	24.60	25.26	25.93
	O	29.93	30.92	31.92	32.91	33.90	34.91	35.90	36.90	37.89	38.90
8	B	22.09	22.83	23.56	24.30	25.03	25.77	26.51	27.24	27.98	28.72
	O	33.14	34.25	35.34	36.45	37.55	38.66	39.77	40.31	40.31	40.31
9	B	24.40	25.21	26.02	26.84	27.65	28.46	29.28	30.09	30.90	31.72
	O	36.60	37.82	39.03	40.26	40.31	40.31	40.31	40.31	40.31	40.31
10	B	26.87	27.76	28.66	29.55	30.45	31.35	32.24	33.14	34.03	34.93
	O	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31
11	B	29.52	30.50	31.49	32.47	33.45	34.44	35.42	36.41	37.39	38.38
	O	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31	40.31
12	B	35.38	36.56	37.74	38.92	40.10	41.28	42.46	43.64	44.82	45.99
	O	40.31	40.31	40.31	40.31	40.31	41.28	42.46	43.64	44.82	45.99
13	B	42.07	43.47	44.88	46.28	47.68	49.08	50.49	51.89	53.29	54.69
	O	42.07	43.47	44.88	46.28	47.68	49.08	50.49	51.89	53.29	54.69
14	B	49.72	51.37	53.03	54.69	56.35	58.00	59.66	61.32	62.97	64.63
	O	49.72	51.37	53.03	54.69	56.35	58.00	59.66	61.32	62.97	64.63
15	B	58.48	60.43	62.38	64.33	66.28	68.23	70.18	72.13	74.07	76.02
	O	58.48	60.43	62.38	64.33	66.28	68.23	70.18	72.13	74.07	76.02

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-LR
INCORPORATING A LOCALITY PAYMENT OF 17.40%
FOR THE LOCALITY PAY AREA OF LAREDO, TX
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.57	\$ 10.92	\$ 11.27	\$ 11.62	\$ 11.97	\$ 12.18	\$ 12.53	\$ 12.88	\$ 12.89	\$ 13.22
	O	15.86	16.38	16.91	17.43	17.96	18.27	18.80	19.32	19.34	19.83
2	B	11.88	12.16	12.56	12.89	13.04	13.42	13.80	14.19	14.57	14.95
	O	17.82	18.24	18.84	19.34	19.56	20.13	20.70	21.29	21.86	22.43
3	B	12.96	13.40	13.83	14.26	14.69	15.12	15.56	15.99	16.42	16.85
	O	19.44	20.10	20.75	21.39	22.04	22.68	23.34	23.99	24.63	25.28
4	B	14.55	15.04	15.52	16.01	16.49	16.98	17.46	17.95	18.43	18.92
	O	21.83	22.56	23.28	24.02	24.74	25.47	26.19	26.93	27.65	28.38
5	B	16.28	16.83	17.37	17.91	18.45	19.00	19.54	20.08	20.63	21.17
	O	24.42	25.25	26.06	26.87	27.68	28.50	29.31	30.12	30.95	31.76
6	B	18.15	18.75	19.36	19.96	20.57	21.17	21.78	22.38	22.99	23.59
	O	27.23	28.13	29.04	29.94	30.86	31.76	32.67	33.57	34.49	35.39
7	B	20.17	20.84	21.51	22.19	22.86	23.53	24.20	24.87	25.55	26.22
	O	30.26	31.26	32.27	33.29	34.29	35.30	36.30	37.31	38.33	39.33
8	B	22.34	23.08	23.83	24.57	25.32	26.06	26.80	27.55	28.29	29.04
	O	33.51	34.62	35.75	36.86	37.98	39.09	40.20	40.76	40.76	40.76
9	B	24.67	25.49	26.32	27.14	27.96	28.78	29.61	30.43	31.25	32.07
	O	37.01	38.24	39.48	40.71	40.76	40.76	40.76	40.76	40.76	40.76
10	B	27.17	28.07	28.98	29.89	30.79	31.70	32.60	33.51	34.41	35.32
	O	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76
11	B	29.85	30.84	31.84	32.83	33.83	34.82	35.82	36.81	37.81	38.80
	O	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76	40.76
12	B	35.78	36.97	38.16	39.35	40.55	41.74	42.93	44.13	45.32	46.51
	O	40.76	40.76	40.76	40.76	40.76	41.74	42.93	44.13	45.32	46.51
13	B	42.54	43.96	45.38	46.80	48.22	49.63	51.05	52.47	53.89	55.31
	O	42.54	43.96	45.38	46.80	48.22	49.63	51.05	52.47	53.89	55.31
14	B	50.27	51.95	53.62	55.30	56.98	58.65	60.33	62.00	63.68	65.36
	O	50.27	51.95	53.62	55.30	56.98	58.65	60.33	62.00	63.68	65.36
15	B	59.13	61.11	63.08	65.05	67.02	68.99	70.96	72.93	74.90	76.87
	O	59.13	61.11	63.08	65.05	67.02	68.99	70.96	72.93	74.90	76.87

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-LV
INCORPORATING A LOCALITY PAYMENT OF 16.49%
FOR THE LOCALITY PAY AREA OF LAS VEGAS-HENDERSON, NV-AZ
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.49	\$ 10.84	\$ 11.18	\$ 11.53	\$ 11.88	\$ 12.08	\$ 12.43	\$ 12.78	\$ 12.79	\$ 13.12
	O	15.74	16.26	16.77	17.30	17.82	18.12	18.65	19.17	19.19	19.68
2	B	11.79	12.07	12.46	12.79	12.94	13.32	13.70	14.08	14.46	14.84
	O	17.69	18.11	18.69	19.19	19.41	19.98	20.55	21.12	21.69	22.26
3	B	12.86	13.29	13.72	14.15	14.58	15.01	15.44	15.86	16.29	16.72
	O	19.29	19.94	20.58	21.23	21.87	22.52	23.16	23.79	24.44	25.08
4	B	14.44	14.92	15.40	15.88	16.37	16.85	17.33	17.81	18.29	18.77
	O	21.66	22.38	23.10	23.82	24.56	25.28	26.00	26.72	27.44	28.16
5	B	16.16	16.69	17.23	17.77	18.31	18.85	19.39	19.93	20.47	21.00
	O	24.24	25.04	25.85	26.66	27.47	28.28	29.09	29.90	30.71	31.50
6	B	18.01	18.61	19.21	19.81	20.41	21.01	21.61	22.21	22.81	23.41
	O	27.02	27.92	28.82	29.72	30.62	31.52	32.42	33.32	34.22	35.12
7	B	20.01	20.68	21.35	22.01	22.68	23.35	24.01	24.68	25.35	26.02
	O	30.02	31.02	32.03	33.02	34.02	35.03	36.02	37.02	38.03	39.03
8	B	22.16	22.90	23.64	24.38	25.12	25.86	26.60	27.34	28.08	28.81
	O	33.24	34.35	35.46	36.57	37.68	38.79	39.90	40.44	40.44	40.44
9	B	24.48	25.30	26.11	26.93	27.74	28.56	29.38	30.19	31.01	31.82
	O	36.72	37.95	39.17	40.40	40.44	40.44	40.44	40.44	40.44	40.44
10	B	26.96	27.86	28.76	29.65	30.55	31.45	32.35	33.25	34.15	35.05
	O	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44
11	B	29.62	30.61	31.59	32.58	33.57	34.55	35.54	36.53	37.52	38.50
	O	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44	40.44
12	B	35.50	36.68	37.87	39.05	40.23	41.42	42.60	43.78	44.97	46.15
	O	40.44	40.44	40.44	40.44	40.44	41.42	42.60	43.78	44.97	46.15
13	B	42.21	43.62	45.03	46.43	47.84	49.25	50.66	52.06	53.47	54.88
	O	42.21	43.62	45.03	46.43	47.84	49.25	50.66	52.06	53.47	54.88
14	B	49.88	51.55	53.21	54.87	56.53	58.20	59.86	61.52	63.19	64.85
	O	49.88	51.55	53.21	54.87	56.53	58.20	59.86	61.52	63.19	64.85
15	B	58.68	60.63	62.59	64.54	66.50	68.46	70.41	72.37	74.32	76.28
	O	58.68	60.63	62.59	64.54	66.50	68.46	70.41	72.37	74.32	76.28

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-LA
INCORPORATING A LOCALITY PAYMENT OF 30.57%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.75	\$ 12.15	\$ 12.54	\$ 12.93	\$ 13.32	\$ 13.54	\$ 13.93	\$ 14.32	\$ 14.34	\$ 14.70
	O	17.63	18.23	18.81	19.40	19.98	20.31	20.90	21.48	21.51	22.05
2	B	13.21	13.53	13.97	14.34	14.50	14.93	15.35	15.78	16.21	16.63
	O	19.82	20.30	20.96	21.51	21.75	22.40	23.03	23.67	24.32	24.95
3	B	14.42	14.90	15.38	15.86	16.34	16.82	17.30	17.78	18.26	18.74
	O	21.63	22.35	23.07	23.79	24.51	25.23	25.95	26.67	27.39	28.11
4	B	16.19	16.72	17.26	17.80	18.34	18.88	19.42	19.96	20.50	21.04
	O	24.29	25.08	25.89	26.70	27.51	28.32	29.13	29.94	30.75	31.56
5	B	18.11	18.71	19.32	19.92	20.52	21.13	21.73	22.33	22.94	23.54
	O	27.17	28.07	28.98	29.88	30.78	31.70	32.60	33.50	34.41	35.31
6	B	20.19	20.86	21.53	22.20	22.88	23.55	24.22	24.89	25.57	26.24
	O	30.29	31.29	32.30	33.30	34.32	35.33	36.33	37.34	38.36	39.36
7	B	22.43	23.18	23.93	24.67	25.42	26.17	26.92	27.67	28.41	29.16
	O	33.65	34.77	35.90	37.01	38.13	39.26	40.38	41.51	42.62	43.74
8	B	24.84	25.67	26.50	27.33	28.16	28.98	29.81	30.64	31.47	32.30
	O	37.26	38.51	39.75	41.00	42.24	43.47	44.72	45.33	45.33	45.33
9	B	27.44	28.35	29.27	30.18	31.10	32.01	32.93	33.84	34.76	35.67
	O	41.16	42.53	43.91	45.27	45.33	45.33	45.33	45.33	45.33	45.33
10	B	30.22	31.22	32.23	33.24	34.25	35.25	36.26	37.27	38.27	39.28
	O	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33
11	B	33.20	34.30	35.41	36.52	37.62	38.73	39.84	40.94	42.05	43.16
	O	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33
12	B	39.79	41.12	42.44	43.77	45.10	46.42	47.75	49.07	50.40	51.73
	O	45.33	45.33	45.33	45.33	45.33	46.42	47.75	49.07	50.40	51.73
13	B	47.32	48.89	50.47	52.05	53.62	55.20	56.78	58.36	59.93	61.51
	O	47.32	48.89	50.47	52.05	53.62	55.20	56.78	58.36	59.93	61.51
14	B	55.91	57.78	59.64	61.50	63.37	65.23	67.10	68.96	70.82	72.69
	O	55.91	57.78	59.64	61.50	63.37	65.23	67.10	68.96	70.82	72.69
15	B	65.77	67.96	70.15	72.35	74.54	76.73	78.68	78.68	78.68	78.68
	O	65.77	67.96	70.15	72.35	74.54	76.73	78.68	78.68	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-MFL
INCORPORATING A LOCALITY PAYMENT OF 22.64%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.04	\$ 11.41	\$ 11.78	\$ 12.14	\$ 12.51	\$ 12.72	\$ 13.08	\$ 13.45	\$ 13.47	\$ 13.81
	O	16.56	17.12	17.67	18.21	18.77	19.08	19.62	20.18	20.21	20.72
2	B	12.41	12.71	13.12	13.47	13.62	14.02	14.42	14.82	15.22	15.62
	O	18.62	19.07	19.68	20.21	20.43	21.03	21.63	22.23	22.83	23.43
3	B	13.54	13.99	14.44	14.90	15.35	15.80	16.25	16.70	17.15	17.60
	O	20.31	20.99	21.66	22.35	23.03	23.70	24.38	25.05	25.73	26.40
4	B	15.20	15.71	16.22	16.72	17.23	17.74	18.24	18.75	19.25	19.76
	O	22.80	23.57	24.33	25.08	25.85	26.61	27.36	28.13	28.88	29.64
5	B	17.01	17.58	18.14	18.71	19.28	19.84	20.41	20.98	21.55	22.11
	O	25.52	26.37	27.21	28.07	28.92	29.76	30.62	31.47	32.33	33.17
6	B	18.96	19.59	20.22	20.85	21.49	22.12	22.75	23.38	24.01	24.64
	O	28.44	29.39	30.33	31.28	32.24	33.18	34.13	35.07	36.02	36.96
7	B	21.07	21.77	22.47	23.18	23.88	24.58	25.28	25.98	26.69	27.39
	O	31.61	32.66	33.71	34.77	35.82	36.87	37.92	38.97	40.04	41.09
8	B	23.33	24.11	24.89	25.67	26.45	27.22	28.00	28.78	29.56	30.34
	O	35.00	36.17	37.34	38.51	39.68	40.83	42.00	42.57	42.57	42.57
9	B	25.77	26.63	27.49	28.35	29.21	30.07	30.93	31.79	32.64	33.50
	O	38.66	39.95	41.24	42.53	42.57	42.57	42.57	42.57	42.57	42.57
10	B	28.38	29.33	30.27	31.22	32.17	33.11	34.06	35.00	35.95	36.90
	O	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57
11	B	31.18	32.22	33.26	34.30	35.34	36.38	37.42	38.46	39.50	40.54
	O	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57
12	B	37.37	38.62	39.87	41.11	42.36	43.60	44.85	46.09	47.34	48.59
	O	42.57	42.57	42.57	42.57	42.57	43.60	44.85	46.09	47.34	48.59
13	B	44.44	45.92	47.40	48.89	50.37	51.85	53.33	54.81	56.29	57.77
	O	44.44	45.92	47.40	48.89	50.37	51.85	53.33	54.81	56.29	57.77
14	B	52.52	54.27	56.02	57.77	59.52	61.27	63.02	64.77	66.52	68.27
	O	52.52	54.27	56.02	57.77	59.52	61.27	63.02	64.77	66.52	68.27
15	B	61.77	63.83	65.89	67.95	70.01	72.07	74.13	76.19	78.25	78.68
	O	61.77	63.83	65.89	67.95	70.01	72.07	74.13	76.19	78.25	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-MIL
INCORPORATING A LOCALITY PAYMENT OF 20.14%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.81	\$ 11.18	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.46	\$ 12.82	\$ 13.18	\$ 13.19	\$ 13.53
	O	16.22	16.77	17.31	17.84	18.38	18.69	19.23	19.77	19.79	20.30
2	B	12.16	12.45	12.85	13.19	13.34	13.73	14.13	14.52	14.91	15.30
	O	18.24	18.68	19.28	19.79	20.01	20.60	21.20	21.78	22.37	22.95
3	B	13.27	13.71	14.15	14.59	15.03	15.48	15.92	16.36	16.80	17.24
	O	19.91	20.57	21.23	21.89	22.55	23.22	23.88	24.54	25.20	25.86
4	B	14.89	15.39	15.89	16.38	16.88	17.37	17.87	18.37	18.86	19.36
	O	22.34	23.09	23.84	24.57	25.32	26.06	26.81	27.56	28.29	29.04
5	B	16.66	17.22	17.77	18.33	18.88	19.44	20.00	20.55	21.11	21.66
	O	24.99	25.83	26.66	27.50	28.32	29.16	30.00	30.83	31.67	32.49
6	B	18.57	19.19	19.81	20.43	21.05	21.67	22.29	22.91	23.52	24.14
	O	27.86	28.79	29.72	30.65	31.58	32.51	33.44	34.37	35.28	36.21
7	B	20.64	21.33	22.02	22.70	23.39	24.08	24.77	25.46	26.14	26.83
	O	30.96	32.00	33.03	34.05	35.09	36.12	37.16	38.19	39.21	40.25
8	B	22.86	23.62	24.38	25.14	25.91	26.67	27.43	28.19	28.95	29.72
	O	34.29	35.43	36.57	37.71	38.87	40.01	41.15	41.70	41.70	41.70
9	B	25.25	26.09	26.93	27.77	28.61	29.45	30.30	31.14	31.98	32.82
	O	37.88	39.14	40.40	41.66	41.70	41.70	41.70	41.70	41.70	41.70
10	B	27.80	28.73	29.66	30.58	31.51	32.44	33.36	34.29	35.22	36.14
	O	41.70	41.70	41.70	41.70	41.70	41.70	41.70	41.70	41.70	41.70
11	B	30.55	31.56	32.58	33.60	34.62	35.64	36.66	37.67	38.69	39.71
	O	41.70	41.70	41.70	41.70	41.70	41.70	41.70	41.70	41.70	41.70
12	B	36.61	37.83	39.05	40.27	41.49	42.71	43.93	45.15	46.38	47.60
	O	41.70	41.70	41.70	41.70	41.70	42.71	43.93	45.15	46.38	47.60
13	B	43.54	44.99	46.44	47.89	49.34	50.79	52.24	53.69	55.15	56.60
	O	43.54	44.99	46.44	47.89	49.34	50.79	52.24	53.69	55.15	56.60
14	B	51.45	53.16	54.88	56.59	58.31	60.02	61.74	63.45	65.17	66.88
	O	51.45	53.16	54.88	56.59	58.31	60.02	61.74	63.45	65.17	66.88
15	B	60.52	62.53	64.55	66.57	68.58	70.60	72.62	74.63	76.65	78.67
	O	60.52	62.53	64.55	66.57	68.58	70.60	72.62	74.63	76.65	78.67

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-MSP
INCORPORATING A LOCALITY PAYMENT OF 23.37%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.10	\$ 11.48	\$ 11.85	\$ 12.21	\$ 12.58	\$ 12.80	\$ 13.16	\$ 13.53	\$ 13.55	\$ 13.89
	O	16.65	17.22	17.78	18.32	18.87	19.20	19.74	20.30	20.33	20.84
2	B	12.49	12.78	13.20	13.55	13.70	14.10	14.51	14.91	15.31	15.72
	O	18.74	19.17	19.80	20.33	20.55	21.15	21.77	22.37	22.97	23.58
3	B	13.62	14.08	14.53	14.98	15.44	15.89	16.35	16.80	17.25	17.71
	O	20.43	21.12	21.80	22.47	23.16	23.84	24.53	25.20	25.88	26.57
4	B	15.29	15.80	16.31	16.82	17.33	17.84	18.35	18.86	19.37	19.88
	O	22.94	23.70	24.47	25.23	26.00	26.76	27.53	28.29	29.06	29.82
5	B	17.11	17.68	18.25	18.82	19.39	19.96	20.53	21.10	21.67	22.24
	O	25.67	26.52	27.38	28.23	29.09	29.94	30.80	31.65	32.51	33.36
6	B	19.07	19.71	20.34	20.98	21.61	22.25	22.89	23.52	24.16	24.79
	O	28.61	29.57	30.51	31.47	32.42	33.38	34.34	35.28	36.24	37.19
7	B	21.19	21.90	22.61	23.31	24.02	24.73	25.43	26.14	26.85	27.55
	O	31.79	32.85	33.92	34.97	36.03	37.10	38.15	39.21	40.28	41.33
8	B	23.47	24.25	25.04	25.82	26.60	27.39	28.17	28.95	29.73	30.52
	O	35.21	36.38	37.56	38.73	39.90	41.09	42.26	42.83	42.83	42.83
9	B	25.93	26.79	27.65	28.52	29.38	30.25	31.11	31.98	32.84	33.70
	O	38.90	40.19	41.48	42.78	42.83	42.83	42.83	42.83	42.83	42.83
10	B	28.55	29.50	30.45	31.41	32.36	33.31	34.26	35.21	36.16	37.12
	O	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83
11	B	31.37	32.41	33.46	34.50	35.55	36.60	37.64	38.69	39.73	40.78
	O	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83
12	B	37.60	38.85	40.10	41.36	42.61	43.86	45.12	46.37	47.62	48.87
	O	42.83	42.83	42.83	42.83	42.83	43.86	45.12	46.37	47.62	48.87
13	B	44.71	46.20	47.69	49.18	50.67	52.16	53.65	55.14	56.63	58.12
	O	44.71	46.20	47.69	49.18	50.67	52.16	53.65	55.14	56.63	58.12
14	B	52.83	54.59	56.35	58.11	59.87	61.63	63.40	65.16	66.92	68.68
	O	52.83	54.59	56.35	58.11	59.87	61.63	63.40	65.16	66.92	68.68
15	B	62.14	64.21	66.28	68.36	70.43	72.50	74.57	76.64	78.68	78.68
	O	62.14	64.21	66.28	68.36	70.43	72.50	74.57	76.64	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-NY
INCORPORATING A LOCALITY PAYMENT OF 32.13%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.89	\$ 12.29	\$ 12.69	\$ 13.08	\$ 13.48	\$ 13.71	\$ 14.10	\$ 14.49	\$ 14.51	\$ 14.88
	O	17.84	18.44	19.04	19.62	20.22	20.57	21.15	21.74	21.77	22.32
2	B	13.37	13.69	14.13	14.51	14.67	15.10	15.54	15.97	16.40	16.83
	O	20.06	20.54	21.20	21.77	22.01	22.65	23.31	23.96	24.60	25.25
3	B	14.59	15.08	15.56	16.05	16.53	17.02	17.51	17.99	18.48	18.97
	O	21.89	22.62	23.34	24.08	24.80	25.53	26.27	26.99	27.72	28.46
4	B	16.38	16.92	17.47	18.02	18.56	19.11	19.65	20.20	20.75	21.29
	O	24.57	25.38	26.21	27.03	27.84	28.67	29.48	30.30	31.13	31.94
5	B	18.33	18.94	19.55	20.16	20.77	21.38	21.99	22.60	23.21	23.82
	O	27.50	28.41	29.33	30.24	31.16	32.07	32.99	33.90	34.82	35.73
6	B	20.43	21.11	21.79	22.47	23.15	23.83	24.51	25.19	25.87	26.55
	O	30.65	31.67	32.69	33.71	34.73	35.75	36.77	37.79	38.81	39.83
7	B	22.70	23.46	24.21	24.97	25.73	26.48	27.24	28.00	28.75	29.51
	O	34.05	35.19	36.32	37.46	38.60	39.72	40.86	42.00	43.13	44.27
8	B	25.14	25.98	26.82	27.65	28.49	29.33	30.17	31.01	31.84	32.68
	O	37.71	38.97	40.23	41.48	42.74	44.00	45.26	45.87	45.87	45.87
9	B	27.77	28.69	29.62	30.54	31.47	32.39	33.32	34.25	35.17	36.10
	O	41.66	43.04	44.43	45.81	45.87	45.87	45.87	45.87	45.87	45.87
10	B	30.58	31.60	32.62	33.64	34.65	35.67	36.69	37.71	38.73	39.75
	O	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87
11	B	33.59	34.71	35.83	36.95	38.07	39.19	40.31	41.43	42.55	43.67
	O	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87
12	B	40.27	41.61	42.95	44.29	45.63	46.98	48.32	49.66	51.00	52.35
	O	45.87	45.87	45.87	45.87	45.87	46.98	48.32	49.66	51.00	52.35
13	B	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.25
	O	47.88	49.48	51.07	52.67	54.26	55.86	57.46	59.05	60.65	62.25
14	B	56.58	58.47	60.35	62.24	64.13	66.01	67.90	69.78	71.67	73.56
	O	56.58	58.47	60.35	62.24	64.13	66.01	67.90	69.78	71.67	73.56
15	B	66.55	68.77	70.99	73.21	75.43	77.65	78.68	78.68	78.68	78.68
	O	66.55	68.77	70.99	73.21	75.43	77.65	78.68	78.68	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-OM
INCORPORATING A LOCALITY PAYMENT OF 15.37%
FOR THE LOCALITY PAY AREA OF OMAHA-COUNCIL BLUFFS-FREMONT, NE-IA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	12.74	13.16	13.59	14.01	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.11	19.74	20.39	21.02	21.66	22.29	22.94	23.57	24.21	24.84
4	B	14.30	14.78	15.25	15.73	16.21	16.68	17.16	17.64	18.11	18.59
	O	21.45	22.17	22.88	23.60	24.32	25.02	25.74	26.46	27.17	27.89
5	B	16.00	16.53	17.07	17.60	18.13	18.67	19.20	19.74	20.27	20.80
	O	24.00	24.80	25.61	26.40	27.20	28.01	28.80	29.61	30.41	31.20
6	B	17.84	18.43	19.02	19.62	20.21	20.81	21.40	22.00	22.59	23.18
	O	26.76	27.65	28.53	29.43	30.32	31.22	32.10	33.00	33.89	34.77
7	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.44	25.10	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.66
8	B	21.95	22.68	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54
	O	32.93	34.02	35.12	36.23	37.32	38.42	39.51	40.05	40.05	40.05
9	B	24.24	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52
	O	36.36	37.58	38.79	40.01	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	40.05	40.05	40.05	40.05	40.05	41.02	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-PB
INCORPORATING A LOCALITY PAYMENT OF 15.93%
FOR THE LOCALITY PAY AREA OF PALM BAY-MELBOURNE-TITUSVILLE, FL
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.43	\$ 10.78	\$ 11.13	\$ 11.48	\$ 11.82	\$ 12.03	\$ 12.37	\$ 12.72	\$ 12.73	\$ 13.06
	O	15.65	16.17	16.70	17.22	17.73	18.05	18.56	19.08	19.10	19.59
2	B	11.73	12.01	12.40	12.73	12.87	13.25	13.63	14.01	14.39	14.77
	O	17.60	18.02	18.60	19.10	19.31	19.88	20.45	21.02	21.59	22.16
3	B	12.80	13.23	13.65	14.08	14.51	14.93	15.36	15.79	16.21	16.64
	O	19.20	19.85	20.48	21.12	21.77	22.40	23.04	23.69	24.32	24.96
4	B	14.37	14.85	15.33	15.81	16.29	16.77	17.24	17.72	18.20	18.68
	O	21.56	22.28	23.00	23.72	24.44	25.16	25.86	26.58	27.30	28.02
5	B	16.08	16.61	17.15	17.69	18.22	18.76	19.29	19.83	20.37	20.90
	O	24.12	24.92	25.73	26.54	27.33	28.14	28.94	29.75	30.56	31.35
6	B	17.92	18.52	19.12	19.71	20.31	20.91	21.51	22.10	22.70	23.30
	O	26.88	27.78	28.68	29.57	30.47	31.37	32.27	33.15	34.05	34.95
7	B	19.92	20.58	21.24	21.91	22.57	23.24	23.90	24.56	25.23	25.89
	O	29.88	30.87	31.86	32.87	33.86	34.86	35.85	36.84	37.85	38.84
8	B	22.06	22.79	23.53	24.26	25.00	25.73	26.47	27.21	27.94	28.68
	O	33.09	34.19	35.30	36.39	37.50	38.60	39.71	40.25	40.25	40.25
9	B	24.36	25.17	25.99	26.80	27.61	28.42	29.23	30.05	30.86	31.67
	O	36.54	37.76	38.99	40.20	40.25	40.25	40.25	40.25	40.25	40.25
10	B	26.83	27.72	28.62	29.51	30.41	31.30	32.19	33.09	33.98	34.88
	O	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25
11	B	29.48	30.46	31.44	32.42	33.41	34.39	35.37	36.35	37.34	38.32
	O	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25	40.25
12	B	35.33	36.51	37.68	38.86	40.04	41.22	42.39	43.57	44.75	45.93
	O	40.25	40.25	40.25	40.25	40.25	41.22	42.39	43.57	44.75	45.93
13	B	42.01	43.41	44.81	46.21	47.61	49.01	50.41	51.81	53.21	54.61
	O	42.01	43.41	44.81	46.21	47.61	49.01	50.41	51.81	53.21	54.61
14	B	49.64	51.30	52.95	54.61	56.26	57.92	59.57	61.23	62.88	64.54
	O	49.64	51.30	52.95	54.61	56.26	57.92	59.57	61.23	62.88	64.54
15	B	58.39	60.34	62.29	64.23	66.18	68.13	70.07	72.02	73.97	75.91
	O	58.39	60.34	62.29	64.23	66.18	68.13	70.07	72.02	73.97	75.91

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-PHL
INCORPORATING A LOCALITY PAYMENT OF 24.59%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.21	\$ 11.59	\$ 11.96	\$ 12.33	\$ 12.71	\$ 12.92	\$ 13.29	\$ 13.67	\$ 13.68	\$ 14.03
	O	16.82	17.39	17.94	18.50	19.07	19.38	19.94	20.51	20.52	21.05
2	B	12.61	12.91	13.33	13.68	13.84	14.24	14.65	15.06	15.46	15.87
	O	18.92	19.37	20.00	20.52	20.76	21.36	21.98	22.59	23.19	23.81
3	B	13.76	14.22	14.67	15.13	15.59	16.05	16.51	16.97	17.43	17.88
	O	20.64	21.33	22.01	22.70	23.39	24.08	24.77	25.46	26.15	26.82
4	B	15.44	15.96	16.47	16.99	17.50	18.02	18.53	19.05	19.56	20.08
	O	23.16	23.94	24.71	25.49	26.25	27.03	27.80	28.58	29.34	30.12
5	B	17.28	17.86	18.43	19.01	19.58	20.16	20.74	21.31	21.89	22.46
	O	25.92	26.79	27.65	28.52	29.37	30.24	31.11	31.97	32.84	33.69
6	B	19.26	19.90	20.54	21.19	21.83	22.47	23.11	23.75	24.39	25.04
	O	28.89	29.85	30.81	31.79	32.75	33.71	34.67	35.63	36.59	37.56
7	B	21.40	22.12	22.83	23.54	24.26	24.97	25.68	26.40	27.11	27.82
	O	32.10	33.18	34.25	35.31	36.39	37.46	38.52	39.60	40.67	41.73
8	B	23.70	24.49	25.29	26.08	26.87	27.66	28.45	29.24	30.03	30.82
	O	35.55	36.74	37.94	39.12	40.31	41.49	42.68	43.25	43.25	43.25
9	B	26.18	27.05	27.93	28.80	29.67	30.55	31.42	32.29	33.16	34.04
	O	39.27	40.58	41.90	43.20	43.25	43.25	43.25	43.25	43.25	43.25
10	B	28.83	29.79	30.75	31.72	32.68	33.64	34.60	35.56	36.52	37.48
	O	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25
11	B	31.68	32.73	33.79	34.85	35.90	36.96	38.01	39.07	40.13	41.18
	O	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25
12	B	37.97	39.23	40.50	41.76	43.03	44.30	45.56	46.83	48.09	49.36
	O	43.25	43.25	43.25	43.25	43.25	44.30	45.56	46.83	48.09	49.36
13	B	45.15	46.65	48.16	49.66	51.17	52.67	54.18	55.68	57.19	58.69
	O	45.15	46.65	48.16	49.66	51.17	52.67	54.18	55.68	57.19	58.69
14	B	53.35	55.13	56.91	58.69	60.47	62.24	64.02	65.80	67.58	69.36
	O	53.35	55.13	56.91	58.69	60.47	62.24	64.02	65.80	67.58	69.36
15	B	62.76	64.85	66.94	69.03	71.12	73.22	75.31	77.40	78.68	78.68
	O	62.76	64.85	66.94	69.03	71.12	73.22	75.31	77.40	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-PX
INCORPORATING A LOCALITY PAYMENT OF 19.09%
FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.72	\$ 11.08	\$ 11.43	\$ 11.79	\$ 12.15	\$ 12.35	\$ 12.71	\$ 13.06	\$ 13.08	\$ 13.41
	O	16.08	16.62	17.15	17.69	18.23	18.53	19.07	19.59	19.62	20.12
2	B	12.05	12.34	12.74	13.08	13.22	13.61	14.00	14.39	14.78	15.17
	O	18.08	18.51	19.11	19.62	19.83	20.42	21.00	21.59	22.17	22.76
3	B	13.15	13.59	14.03	14.46	14.90	15.34	15.78	16.22	16.66	17.09
	O	19.73	20.39	21.05	21.69	22.35	23.01	23.67	24.33	24.99	25.64
4	B	14.76	15.25	15.75	16.24	16.73	17.22	17.71	18.21	18.70	19.19
	O	22.14	22.88	23.63	24.36	25.10	25.83	26.57	27.32	28.05	28.79
5	B	16.52	17.07	17.62	18.17	18.72	19.27	19.82	20.37	20.92	21.47
	O	24.78	25.61	26.43	27.26	28.08	28.91	29.73	30.56	31.38	32.21
6	B	18.41	19.02	19.64	20.25	20.86	21.48	22.09	22.70	23.32	23.93
	O	27.62	28.53	29.46	30.38	31.29	32.22	33.14	34.05	34.98	35.90
7	B	20.46	21.14	21.82	22.51	23.19	23.87	24.55	25.23	25.91	26.60
	O	30.69	31.71	32.73	33.77	34.79	35.81	36.83	37.85	38.87	39.90
8	B	22.66	23.41	24.17	24.92	25.68	26.44	27.19	27.95	28.70	29.46
	O	33.99	35.12	36.26	37.38	38.52	39.66	40.79	41.34	41.34	41.34
9	B	25.03	25.86	26.69	27.53	28.36	29.20	30.03	30.87	31.70	32.53
	O	37.55	38.79	40.04	41.30	41.34	41.34	41.34	41.34	41.34	41.34
10	B	27.56	28.48	29.40	30.32	31.23	32.15	33.07	33.99	34.91	35.83
	O	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34
11	B	30.28	31.29	32.30	33.31	34.32	35.33	36.34	37.34	38.35	39.36
	O	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34
12	B	36.29	37.50	38.71	39.92	41.13	42.34	43.55	44.76	45.97	47.18
	O	41.34	41.34	41.34	41.34	41.34	42.34	43.55	44.76	45.97	47.18
13	B	43.16	44.59	46.03	47.47	48.91	50.35	51.79	53.23	54.66	56.10
	O	43.16	44.59	46.03	47.47	48.91	50.35	51.79	53.23	54.66	56.10
14	B	51.00	52.70	54.40	56.10	57.80	59.50	61.20	62.90	64.60	66.30
	O	51.00	52.70	54.40	56.10	57.80	59.50	61.20	62.90	64.60	66.30
15	B	59.99	61.99	63.99	65.98	67.98	69.98	71.98	73.98	75.98	77.98
	O	59.99	61.99	63.99	65.98	67.98	69.98	71.98	73.98	75.98	77.98

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-PIT
INCORPORATING A LOCALITY PAYMENT OF 18.35%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.65	\$ 11.01	\$ 11.36	\$ 11.72	\$ 12.07	\$ 12.28	\$ 12.63	\$ 12.98	\$ 12.99	\$ 13.33
	O	15.98	16.52	17.04	17.58	18.11	18.42	18.95	19.47	19.49	20.00
2	B	11.98	12.26	12.66	12.99	13.14	13.53	13.92	14.30	14.69	15.08
	O	17.97	18.39	18.99	19.49	19.71	20.30	20.88	21.45	22.04	22.62
3	B	13.07	13.50	13.94	14.38	14.81	15.25	15.68	16.12	16.55	16.99
	O	19.61	20.25	20.91	21.57	22.22	22.88	23.52	24.18	24.83	25.49
4	B	14.67	15.16	15.65	16.14	16.63	17.11	17.60	18.09	18.58	19.07
	O	22.01	22.74	23.48	24.21	24.95	25.67	26.40	27.14	27.87	28.61
5	B	16.41	16.96	17.51	18.06	18.60	19.15	19.70	20.24	20.79	21.34
	O	24.62	25.44	26.27	27.09	27.90	28.73	29.55	30.36	31.19	32.01
6	B	18.30	18.91	19.52	20.13	20.73	21.34	21.95	22.56	23.17	23.78
	O	27.45	28.37	29.28	30.20	31.10	32.01	32.93	33.84	34.76	35.67
7	B	20.33	21.01	21.69	22.37	23.04	23.72	24.40	25.08	25.75	26.43
	O	30.50	31.52	32.54	33.56	34.56	35.58	36.60	37.62	38.63	39.65
8	B	22.52	23.27	24.02	24.77	25.52	26.27	27.02	27.77	28.52	29.27
	O	33.78	34.91	36.03	37.16	38.28	39.41	40.53	41.09	41.09	41.09
9	B	24.87	25.70	26.53	27.36	28.19	29.02	29.84	30.67	31.50	32.33
	O	37.31	38.55	39.80	41.04	41.09	41.09	41.09	41.09	41.09	41.09
10	B	27.39	28.30	29.21	30.13	31.04	31.95	32.87	33.78	34.69	35.61
	O	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09
11	B	30.09	31.09	32.10	33.10	34.10	35.11	36.11	37.11	38.12	39.12
	O	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09	41.09
12	B	36.07	37.27	38.47	39.67	40.88	42.08	43.28	44.48	45.68	46.89
	O	41.09	41.09	41.09	41.09	41.09	42.08	43.28	44.48	45.68	46.89
13	B	42.89	44.32	45.75	47.18	48.61	50.04	51.46	52.89	54.32	55.75
	O	42.89	44.32	45.75	47.18	48.61	50.04	51.46	52.89	54.32	55.75
14	B	50.68	52.37	54.06	55.75	57.44	59.13	60.82	62.51	64.20	65.88
	O	50.68	52.37	54.06	55.75	57.44	59.13	60.82	62.51	64.20	65.88
15	B	59.61	61.60	63.59	65.57	67.56	69.55	71.54	73.52	75.51	77.50
	O	59.61	61.60	63.59	65.57	67.56	69.55	71.54	73.52	75.51	77.50

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-POR
INCORPORATING A LOCALITY PAYMENT OF 22.53%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.03	\$ 11.40	\$ 11.77	\$ 12.13	\$ 12.50	\$ 12.71	\$ 13.07	\$ 13.44	\$ 13.45	\$ 13.80
	O	16.55	17.10	17.66	18.20	18.75	19.07	19.61	20.16	20.18	20.70
2	B	12.40	12.70	13.11	13.45	13.61	14.01	14.41	14.81	15.21	15.61
	O	18.60	19.05	19.67	20.18	20.42	21.02	21.62	22.22	22.82	23.42
3	B	13.53	13.98	14.43	14.88	15.33	15.78	16.24	16.69	17.14	17.59
	O	20.30	20.97	21.65	22.32	23.00	23.67	24.36	25.04	25.71	26.39
4	B	15.19	15.70	16.20	16.71	17.21	17.72	18.23	18.73	19.24	19.74
	O	22.79	23.55	24.30	25.07	25.82	26.58	27.35	28.10	28.86	29.61
5	B	16.99	17.56	18.13	18.69	19.26	19.83	20.39	20.96	21.53	22.09
	O	25.49	26.34	27.20	28.04	28.89	29.75	30.59	31.44	32.30	33.14
6	B	18.94	19.57	20.20	20.84	21.47	22.10	22.73	23.36	23.99	24.62
	O	28.41	29.36	30.30	31.26	32.21	33.15	34.10	35.04	35.99	36.93
7	B	21.05	21.75	22.45	23.16	23.86	24.56	25.26	25.96	26.66	27.36
	O	31.58	32.63	33.68	34.74	35.79	36.84	37.89	38.94	39.99	41.04
8	B	23.31	24.09	24.87	25.64	26.42	27.20	27.98	28.75	29.53	30.31
	O	34.97	36.14	37.31	38.46	39.63	40.80	41.97	42.54	42.54	42.54
9	B	25.75	26.61	27.47	28.32	29.18	30.04	30.90	31.76	32.62	33.47
	O	38.63	39.92	41.21	42.48	42.54	42.54	42.54	42.54	42.54	42.54
10	B	28.36	29.30	30.25	31.19	32.14	33.08	34.03	34.97	35.92	36.86
	O	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54
11	B	31.15	32.19	33.23	34.27	35.31	36.35	37.38	38.42	39.46	40.50
	O	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54
12	B	37.34	38.59	39.83	41.07	42.32	43.56	44.81	46.05	47.30	48.54
	O	42.54	42.54	42.54	42.54	42.54	43.56	44.81	46.05	47.30	48.54
13	B	44.40	45.88	47.36	48.84	50.32	51.80	53.28	54.76	56.24	57.72
	O	44.40	45.88	47.36	48.84	50.32	51.80	53.28	54.76	56.24	57.72
14	B	52.47	54.22	55.97	57.72	59.47	61.22	62.96	64.71	66.46	68.21
	O	52.47	54.22	55.97	57.72	59.47	61.22	62.96	64.71	66.46	68.21
15	B	61.72	63.78	65.83	67.89	69.95	72.00	74.06	76.12	78.18	78.68
	O	61.72	63.78	65.83	67.89	69.95	72.00	74.06	76.12	78.18	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-RA
INCORPORATING A LOCALITY PAYMENT OF 19.52%
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.76	\$ 11.12	\$ 11.48	\$ 11.83	\$ 12.19	\$ 12.40	\$ 12.75	\$ 13.11	\$ 13.12	\$ 13.46
	O	16.14	16.68	17.22	17.75	18.29	18.60	19.13	19.67	19.68	20.19
2	B	12.10	12.38	12.78	13.12	13.27	13.66	14.05	14.44	14.83	15.22
	O	18.15	18.57	19.17	19.68	19.91	20.49	21.08	21.66	22.25	22.83
3	B	13.20	13.64	14.08	14.52	14.96	15.40	15.84	16.28	16.72	17.16
	O	19.80	20.46	21.12	21.78	22.44	23.10	23.76	24.42	25.08	25.74
4	B	14.82	15.31	15.80	16.30	16.79	17.28	17.78	18.27	18.77	19.26
	O	22.23	22.97	23.70	24.45	25.19	25.92	26.67	27.41	28.16	28.89
5	B	16.58	17.13	17.68	18.23	18.79	19.34	19.89	20.45	21.00	21.55
	O	24.87	25.70	26.52	27.35	28.19	29.01	29.84	30.68	31.50	32.33
6	B	18.48	19.09	19.71	20.32	20.94	21.56	22.17	22.79	23.40	24.02
	O	27.72	28.64	29.57	30.48	31.41	32.34	33.26	34.19	35.10	36.03
7	B	20.53	21.22	21.90	22.59	23.27	23.95	24.64	25.32	26.01	26.69
	O	30.80	31.83	32.85	33.89	34.91	35.93	36.96	37.98	39.02	40.04
8	B	22.74	23.50	24.26	25.01	25.77	26.53	27.29	28.05	28.81	29.56
	O	34.11	35.25	36.39	37.52	38.66	39.80	40.94	41.49	41.49	41.49
9	B	25.12	25.95	26.79	27.63	28.47	29.30	30.14	30.98	31.81	32.65
	O	37.68	38.93	40.19	41.45	41.49	41.49	41.49	41.49	41.49	41.49
10	B	27.66	28.58	29.50	30.43	31.35	32.27	33.19	34.11	35.04	35.96
	O	41.49	41.49	41.49	41.49	41.49	41.49	41.49	41.49	41.49	41.49
11	B	30.39	31.40	32.41	33.43	34.44	35.45	36.47	37.48	38.49	39.51
	O	41.49	41.49	41.49	41.49	41.49	41.49	41.49	41.49	41.49	41.49
12	B	36.42	37.64	38.85	40.07	41.28	42.49	43.71	44.92	46.14	47.35
	O	41.49	41.49	41.49	41.49	41.49	42.49	43.71	44.92	46.14	47.35
13	B	43.31	44.76	46.20	47.64	49.09	50.53	51.97	53.42	54.86	56.30
	O	43.31	44.76	46.20	47.64	49.09	50.53	51.97	53.42	54.86	56.30
14	B	51.18	52.89	54.59	56.30	58.01	59.71	61.42	63.12	64.83	66.54
	O	51.18	52.89	54.59	56.30	58.01	59.71	61.42	63.12	64.83	66.54
15	B	60.20	62.21	64.22	66.22	68.23	70.24	72.24	74.25	76.26	78.26
	O	60.20	62.21	64.22	66.22	68.23	70.24	72.24	74.25	76.26	78.26

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-RCH
INCORPORATING A LOCALITY PAYMENT OF 18.79%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.69	\$ 11.05	\$ 11.41	\$ 11.76	\$ 12.11	\$ 12.32	\$ 12.67	\$ 13.03	\$ 13.04	\$ 13.38
	O	16.04	16.58	17.12	17.64	18.17	18.48	19.01	19.55	19.56	20.07
2	B	12.02	12.31	12.71	13.04	13.19	13.58	13.97	14.36	14.74	15.13
	O	18.03	18.47	19.07	19.56	19.79	20.37	20.96	21.54	22.11	22.70
3	B	13.12	13.55	13.99	14.43	14.87	15.30	15.74	16.18	16.61	17.05
	O	19.68	20.33	20.99	21.65	22.31	22.95	23.61	24.27	24.92	25.58
4	B	14.73	15.22	15.71	16.20	16.69	17.18	17.67	18.16	18.65	19.14
	O	22.10	22.83	23.57	24.30	25.04	25.77	26.51	27.24	27.98	28.71
5	B	16.48	17.02	17.57	18.12	18.67	19.22	19.77	20.32	20.87	21.42
	O	24.72	25.53	26.36	27.18	28.01	28.83	29.66	30.48	31.31	32.13
6	B	18.36	18.98	19.59	20.20	20.81	21.42	22.04	22.65	23.26	23.87
	O	27.54	28.47	29.39	30.30	31.22	32.13	33.06	33.98	34.89	35.81
7	B	20.41	21.09	21.77	22.45	23.13	23.81	24.49	25.17	25.85	26.53
	O	30.62	31.64	32.66	33.68	34.70	35.72	36.74	37.76	38.78	39.80
8	B	22.60	23.35	24.11	24.86	25.62	26.37	27.12	27.88	28.63	29.38
	O	33.90	35.03	36.17	37.29	38.43	39.56	40.68	41.24	41.24	41.24
9	B	24.96	25.79	26.63	27.46	28.29	29.12	29.96	30.79	31.62	32.45
	O	37.44	38.69	39.95	41.19	41.24	41.24	41.24	41.24	41.24	41.24
10	B	27.49	28.41	29.32	30.24	31.16	32.07	32.99	33.91	34.82	35.74
	O	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24
11	B	30.20	31.21	32.22	33.22	34.23	35.24	36.24	37.25	38.26	39.26
	O	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24
12	B	36.20	37.41	38.61	39.82	41.03	42.23	43.44	44.65	45.85	47.06
	O	41.24	41.24	41.24	41.24	41.24	42.23	43.44	44.65	45.85	47.06
13	B	43.05	44.48	45.92	47.35	48.79	50.22	51.66	53.09	54.53	55.96
	O	43.05	44.48	45.92	47.35	48.79	50.22	51.66	53.09	54.53	55.96
14	B	50.87	52.56	54.26	55.96	57.65	59.35	61.04	62.74	64.43	66.13
	O	50.87	52.56	54.26	55.96	57.65	59.35	61.04	62.74	64.43	66.13
15	B	59.84	61.83	63.82	65.82	67.81	69.81	71.80	73.80	75.79	77.78
	O	59.84	61.83	63.82	65.82	67.81	69.81	71.80	73.80	75.79	77.78

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-SAC
INCORPORATING A LOCALITY PAYMENT OF 24.86%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.24	\$ 11.61	\$ 11.99	\$ 12.36	\$ 12.73	\$ 12.95	\$ 13.32	\$ 13.70	\$ 13.71	\$ 14.06
	O	16.86	17.42	17.99	18.54	19.10	19.43	19.98	20.55	20.57	21.09
2	B	12.64	12.94	13.36	13.71	13.86	14.27	14.68	15.09	15.50	15.91
	O	18.96	19.41	20.04	20.57	20.79	21.41	22.02	22.64	23.25	23.87
3	B	13.79	14.25	14.71	15.17	15.63	16.08	16.54	17.00	17.46	17.92
	O	20.69	21.38	22.07	22.76	23.45	24.12	24.81	25.50	26.19	26.88
4	B	15.48	15.99	16.51	17.02	17.54	18.06	18.57	19.09	19.60	20.12
	O	23.22	23.99	24.77	25.53	26.31	27.09	27.86	28.64	29.40	30.18
5	B	17.32	17.89	18.47	19.05	19.63	20.20	20.78	21.36	21.94	22.51
	O	25.98	26.84	27.71	28.58	29.45	30.30	31.17	32.04	32.91	33.77
6	B	19.30	19.95	20.59	21.23	21.88	22.52	23.16	23.80	24.45	25.09
	O	28.95	29.93	30.89	31.85	32.82	33.78	34.74	35.70	36.68	37.64
7	B	21.45	22.17	22.88	23.60	24.31	25.03	25.74	26.46	27.17	27.89
	O	32.18	33.26	34.32	35.40	36.47	37.55	38.61	39.69	40.76	41.84
8	B	23.76	24.55	25.34	26.13	26.92	27.72	28.51	29.30	30.09	30.88
	O	35.64	36.83	38.01	39.20	40.38	41.58	42.77	43.35	43.35	43.35
9	B	26.24	27.11	27.99	28.86	29.74	30.61	31.49	32.36	33.24	34.11
	O	39.36	40.67	41.99	43.29	43.35	43.35	43.35	43.35	43.35	43.35
10	B	28.90	29.86	30.82	31.78	32.75	33.71	34.67	35.64	36.60	37.56
	O	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35
11	B	31.75	32.80	33.86	34.92	35.98	37.04	38.10	39.15	40.21	41.27
	O	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35
12	B	38.05	39.32	40.59	41.86	43.12	44.39	45.66	46.93	48.20	49.47
	O	43.35	43.35	43.35	43.35	43.35	44.39	45.66	46.93	48.20	49.47
13	B	45.25	46.75	48.26	49.77	51.28	52.79	54.30	55.80	57.31	58.82
	O	45.25	46.75	48.26	49.77	51.28	52.79	54.30	55.80	57.31	58.82
14	B	53.47	55.25	57.03	58.81	60.60	62.38	64.16	65.94	67.73	69.51
	O	53.47	55.25	57.03	58.81	60.60	62.38	64.16	65.94	67.73	69.51
15	B	62.89	64.99	67.09	69.18	71.28	73.37	75.47	77.57	78.68	78.68
	O	62.89	64.99	67.09	69.18	71.28	73.37	75.47	77.57	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-SO
INCORPORATING A LOCALITY PAYMENT OF 15.37%
FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	12.74	13.16	13.59	14.01	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.11	19.74	20.39	21.02	21.66	22.29	22.94	23.57	24.21	24.84
4	B	14.30	14.78	15.25	15.73	16.21	16.68	17.16	17.64	18.11	18.59
	O	21.45	22.17	22.88	23.60	24.32	25.02	25.74	26.46	27.17	27.89
5	B	16.00	16.53	17.07	17.60	18.13	18.67	19.20	19.74	20.27	20.80
	O	24.00	24.80	25.61	26.40	27.20	28.01	28.80	29.61	30.41	31.20
6	B	17.84	18.43	19.02	19.62	20.21	20.81	21.40	22.00	22.59	23.18
	O	26.76	27.65	28.53	29.43	30.32	31.22	32.10	33.00	33.89	34.77
7	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.44	25.10	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.66
8	B	21.95	22.68	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54
	O	32.93	34.02	35.12	36.23	37.32	38.42	39.51	40.05	40.05	40.05
9	B	24.24	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52
	O	36.36	37.58	38.79	40.01	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	40.05	40.05	40.05	40.05	40.05	41.02	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-SD
INCORPORATING A LOCALITY PAYMENT OF 27.88%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.51	\$ 11.90	\$ 12.28	\$ 12.66	\$ 13.04	\$ 13.27	\$ 13.64	\$ 14.03	\$ 14.04	\$ 14.40
	O	17.27	17.85	18.42	18.99	19.56	19.91	20.46	21.05	21.06	21.60
2	B	12.94	13.25	13.68	14.04	14.20	14.62	15.04	15.45	15.87	16.29
	O	19.41	19.88	20.52	21.06	21.30	21.93	22.56	23.18	23.81	24.44
3	B	14.12	14.59	15.06	15.53	16.00	16.47	16.94	17.41	17.89	18.36
	O	21.18	21.89	22.59	23.30	24.00	24.71	25.41	26.12	26.84	27.54
4	B	15.85	16.38	16.91	17.44	17.97	18.49	19.02	19.55	20.08	20.61
	O	23.78	24.57	25.37	26.16	26.96	27.74	28.53	29.33	30.12	30.92
5	B	17.74	18.33	18.92	19.51	20.10	20.69	21.28	21.87	22.47	23.06
	O	26.61	27.50	28.38	29.27	30.15	31.04	31.92	32.81	33.71	34.59
6	B	19.77	20.43	21.09	21.75	22.40	23.06	23.72	24.38	25.04	25.70
	O	29.66	30.65	31.64	32.63	33.60	34.59	35.58	36.57	37.56	38.55
7	B	21.97	22.70	23.43	24.17	24.90	25.63	26.36	27.09	27.83	28.56
	O	32.96	34.05	35.15	36.26	37.35	38.45	39.54	40.64	41.75	42.84
8	B	24.33	25.14	25.95	26.76	27.58	28.39	29.20	30.01	30.82	31.63
	O	36.50	37.71	38.93	40.14	41.37	42.59	43.80	44.39	44.39	44.39
9	B	26.87	27.77	28.67	29.56	30.46	31.35	32.25	33.14	34.04	34.94
	O	40.31	41.66	43.01	44.34	44.39	44.39	44.39	44.39	44.39	44.39
10	B	29.59	30.58	31.57	32.55	33.54	34.53	35.51	36.50	37.49	38.47
	O	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39
11	B	32.51	33.60	34.68	35.77	36.85	37.93	39.02	40.10	41.18	42.27
	O	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39
12	B	38.97	40.27	41.57	42.87	44.17	45.47	46.76	48.06	49.36	50.66
	O	44.39	44.39	44.39	44.39	44.39	45.47	46.76	48.06	49.36	50.66
13	B	46.34	47.89	49.43	50.98	52.52	54.06	55.61	57.15	58.70	60.24
	O	46.34	47.89	49.43	50.98	52.52	54.06	55.61	57.15	58.70	60.24
14	B	54.76	56.59	58.41	60.24	62.06	63.89	65.71	67.54	69.36	71.19
	O	54.76	56.59	58.41	60.24	62.06	63.89	65.71	67.54	69.36	71.19
15	B	64.41	66.56	68.71	70.85	73.00	75.15	77.30	78.68	78.68	78.68
	O	64.41	66.56	68.71	70.85	73.00	75.15	77.30	78.68	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-SF
INCORPORATING A LOCALITY PAYMENT OF 39.28%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 12.54	\$ 12.96	\$ 13.37	\$ 13.79	\$ 14.21	\$ 14.45	\$ 14.86	\$ 15.28	\$ 15.29	\$ 15.68
	O	18.81	19.44	20.06	20.69	21.32	21.68	22.29	22.92	22.94	23.52
2	B	14.10	14.43	14.90	15.29	15.47	15.92	16.38	16.83	17.29	17.74
	O	21.15	21.65	22.35	22.94	23.21	23.88	24.57	25.25	25.94	26.61
3	B	15.38	15.89	16.40	16.92	17.43	17.94	18.45	18.97	19.48	19.99
	O	23.07	23.84	24.60	25.38	26.15	26.91	27.68	28.46	29.22	29.99
4	B	17.27	17.84	18.42	18.99	19.57	20.14	20.72	21.29	21.87	22.44
	O	25.91	26.76	27.63	28.49	29.36	30.21	31.08	31.94	32.81	33.66
5	B	19.32	19.96	20.61	21.25	21.89	22.54	23.18	23.83	24.47	25.11
	O	28.98	29.94	30.92	31.88	32.84	33.81	34.77	35.75	36.71	37.67
6	B	21.53	22.25	22.97	23.68	24.40	25.12	25.84	26.55	27.27	27.99
	O	32.30	33.38	34.46	35.52	36.60	37.68	38.76	39.83	40.91	41.99
7	B	23.93	24.73	25.52	26.32	27.12	27.92	28.71	29.51	30.31	31.11
	O	35.90	37.10	38.28	39.48	40.68	41.88	43.07	44.27	45.47	46.67
8	B	26.50	27.38	28.27	29.15	30.03	30.92	31.80	32.68	33.57	34.45
	O	39.75	41.07	42.41	43.73	45.05	46.38	47.70	48.35	48.35	48.35
9	B	29.27	30.24	31.22	32.20	33.17	34.15	35.12	36.10	37.07	38.05
	O	43.91	45.36	46.83	48.30	48.35	48.35	48.35	48.35	48.35	48.35
10	B	32.23	33.31	34.38	35.46	36.53	37.60	38.68	39.75	40.83	41.90
	O	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35
11	B	35.41	36.59	37.77	38.95	40.13	41.31	42.50	43.68	44.86	46.04
	O	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35	48.35
12	B	42.44	43.86	45.27	46.69	48.10	49.52	50.93	52.35	53.76	55.18
	O	48.35	48.35	48.35	48.35	48.35	49.52	50.93	52.35	53.76	55.18
13	B	50.47	52.15	53.84	55.52	57.20	58.88	60.57	62.25	63.93	65.61
	O	50.47	52.15	53.84	55.52	57.20	58.88	60.57	62.25	63.93	65.61
14	B	59.64	61.63	63.62	65.61	67.60	69.58	71.57	73.56	75.55	77.54
	O	59.64	61.63	63.62	65.61	67.60	69.58	71.57	73.56	75.55	77.54
15	B	70.16	72.49	74.83	77.17	78.68	78.68	78.68	78.68	78.68	78.68
	O	70.16	72.49	74.83	77.17	78.68	78.68	78.68	78.68	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-SEA
INCORPORATING A LOCALITY PAYMENT OF 25.11%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.26	\$ 11.64	\$ 12.01	\$ 12.39	\$ 12.76	\$ 12.98	\$ 13.35	\$ 13.72	\$ 13.74	\$ 14.09
	O	16.89	17.46	18.02	18.59	19.14	19.47	20.03	20.58	20.61	21.14
2	B	12.66	12.96	13.38	13.74	13.89	14.30	14.71	15.12	15.53	15.94
	O	18.99	19.44	20.07	20.61	20.84	21.45	22.07	22.68	23.30	23.91
3	B	13.82	14.28	14.74	15.20	15.66	16.12	16.58	17.04	17.50	17.96
	O	20.73	21.42	22.11	22.80	23.49	24.18	24.87	25.56	26.25	26.94
4	B	15.51	16.03	16.54	17.06	17.58	18.09	18.61	19.13	19.64	20.16
	O	23.27	24.05	24.81	25.59	26.37	27.14	27.92	28.70	29.46	30.24
5	B	17.35	17.93	18.51	19.09	19.67	20.24	20.82	21.40	21.98	22.56
	O	26.03	26.90	27.77	28.64	29.51	30.36	31.23	32.10	32.97	33.84
6	B	19.34	19.99	20.63	21.27	21.92	22.56	23.21	23.85	24.50	25.14
	O	29.01	29.99	30.95	31.91	32.88	33.84	34.82	35.78	36.75	37.71
7	B	21.49	22.21	22.93	23.64	24.36	25.08	25.79	26.51	27.22	27.94
	O	32.24	33.32	34.40	35.46	36.54	37.62	38.69	39.77	40.83	41.91
8	B	23.80	24.60	25.39	26.18	26.98	27.77	28.57	29.36	30.15	30.95
	O	35.70	36.90	38.09	39.27	40.47	41.66	42.86	43.43	43.43	43.43
9	B	26.29	27.17	28.04	28.92	29.80	30.67	31.55	32.43	33.30	34.18
	O	39.44	40.76	42.06	43.38	43.43	43.43	43.43	43.43	43.43	43.43
10	B	28.95	29.92	30.88	31.85	32.81	33.78	34.74	35.71	36.67	37.64
	O	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43
11	B	31.81	32.87	33.93	34.99	36.05	37.11	38.17	39.23	40.29	41.35
	O	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43
12	B	38.13	39.40	40.67	41.94	43.21	44.48	45.75	47.02	48.29	49.56
	O	43.43	43.43	43.43	43.43	43.43	44.48	45.75	47.02	48.29	49.56
13	B	45.34	46.85	48.36	49.87	51.38	52.89	54.40	55.92	57.43	58.94
	O	45.34	46.85	48.36	49.87	51.38	52.89	54.40	55.92	57.43	58.94
14	B	53.57	55.36	57.15	58.93	60.72	62.50	64.29	66.08	67.86	69.65
	O	53.57	55.36	57.15	58.93	60.72	62.50	64.29	66.08	67.86	69.65
15	B	63.02	65.12	67.22	69.32	71.42	73.52	75.62	77.72	78.68	78.68
	O	63.02	65.12	67.22	69.32	71.42	73.52	75.62	77.72	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-SL
INCORPORATING A LOCALITY PAYMENT OF 16.47%
FOR THE LOCALITY PAY AREA OF ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.48	\$ 10.83	\$ 11.18	\$ 11.53	\$ 11.88	\$ 12.08	\$ 12.43	\$ 12.77	\$ 12.79	\$ 13.12
	O	15.72	16.25	16.77	17.30	17.82	18.12	18.65	19.16	19.19	19.68
2	B	11.79	12.07	12.46	12.79	12.93	13.31	13.69	14.08	14.46	14.84
	O	17.69	18.11	18.69	19.19	19.40	19.97	20.54	21.12	21.69	22.26
3	B	12.86	13.29	13.72	14.15	14.57	15.00	15.43	15.86	16.29	16.72
	O	19.29	19.94	20.58	21.23	21.86	22.50	23.15	23.79	24.44	25.08
4	B	14.44	14.92	15.40	15.88	16.36	16.84	17.32	17.81	18.29	18.77
	O	21.66	22.38	23.10	23.82	24.54	25.26	25.98	26.72	27.44	28.16
5	B	16.15	16.69	17.23	17.77	18.31	18.85	19.38	19.92	20.46	21.00
	O	24.23	25.04	25.85	26.66	27.47	28.28	29.07	29.88	30.69	31.50
6	B	18.01	18.61	19.21	19.81	20.41	21.01	21.61	22.21	22.80	23.40
	O	27.02	27.92	28.82	29.72	30.62	31.52	32.42	33.32	34.20	35.10
7	B	20.01	20.68	21.34	22.01	22.68	23.34	24.01	24.68	25.34	26.01
	O	30.02	31.02	32.01	33.02	34.02	35.01	36.02	37.02	38.01	39.02
8	B	22.16	22.90	23.64	24.38	25.11	25.85	26.59	27.33	28.07	28.81
	O	33.24	34.35	35.46	36.57	37.67	38.78	39.89	40.43	40.43	40.43
9	B	24.48	25.29	26.11	26.92	27.74	28.55	29.37	30.19	31.00	31.82
	O	36.72	37.94	39.17	40.38	40.43	40.43	40.43	40.43	40.43	40.43
10	B	26.95	27.85	28.75	29.65	30.55	31.45	32.34	33.24	34.14	35.04
	O	40.43	40.43	40.43	40.43	40.43	40.43	40.43	40.43	40.43	40.43
11	B	29.61	30.60	31.59	32.57	33.56	34.55	35.54	36.52	37.51	38.50
	O	40.43	40.43	40.43	40.43	40.43	40.43	40.43	40.43	40.43	40.43
12	B	35.49	36.68	37.86	39.04	40.23	41.41	42.59	43.78	44.96	46.14
	O	40.43	40.43	40.43	40.43	40.43	41.41	42.59	43.78	44.96	46.14
13	B	42.21	43.61	45.02	46.43	47.83	49.24	50.65	52.05	53.46	54.87
	O	42.21	43.61	45.02	46.43	47.83	49.24	50.65	52.05	53.46	54.87
14	B	49.87	51.54	53.20	54.86	56.53	58.19	59.85	61.51	63.17	64.84
	O	49.87	51.54	53.20	54.86	56.53	58.19	59.85	61.51	63.17	64.84
15	B	58.67	60.62	62.58	64.53	66.49	68.44	70.40	72.36	74.31	76.27
	O	58.67	60.62	62.58	64.53	66.49	68.44	70.40	72.36	74.31	76.27

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-TU
INCORPORATING A LOCALITY PAYMENT OF 16.17%
FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.46	\$ 10.81	\$ 11.15	\$ 11.50	\$ 11.85	\$ 12.05	\$ 12.39	\$ 12.74	\$ 12.76	\$ 13.08
	O	15.69	16.22	16.73	17.25	17.78	18.08	18.59	19.11	19.14	19.62
2	B	11.76	12.04	12.43	12.76	12.90	13.28	13.66	14.04	14.42	14.80
	O	17.64	18.06	18.65	19.14	19.35	19.92	20.49	21.06	21.63	22.20
3	B	12.83	13.26	13.68	14.11	14.54	14.97	15.39	15.82	16.25	16.68
	O	19.25	19.89	20.52	21.17	21.81	22.46	23.09	23.73	24.38	25.02
4	B	14.40	14.88	15.36	15.84	16.32	16.80	17.28	17.76	18.24	18.72
	O	21.60	22.32	23.04	23.76	24.48	25.20	25.92	26.64	27.36	28.08
5	B	16.11	16.65	17.19	17.72	18.26	18.80	19.33	19.87	20.41	20.95
	O	24.17	24.98	25.79	26.58	27.39	28.20	29.00	29.81	30.62	31.43
6	B	17.96	18.56	19.16	19.75	20.35	20.95	21.55	22.15	22.75	23.34
	O	26.94	27.84	28.74	29.63	30.53	31.43	32.33	33.23	34.13	35.01
7	B	19.96	20.62	21.29	21.95	22.62	23.28	23.95	24.61	25.28	25.94
	O	29.94	30.93	31.94	32.93	33.93	34.92	35.93	36.92	37.92	38.91
8	B	22.10	22.84	23.58	24.31	25.05	25.79	26.52	27.26	28.00	28.74
	O	33.15	34.26	35.37	36.47	37.58	38.69	39.78	40.32	40.32	40.32
9	B	24.41	25.23	26.04	26.85	27.67	28.48	29.30	30.11	30.92	31.74
	O	36.62	37.85	39.06	40.28	40.32	40.32	40.32	40.32	40.32	40.32
10	B	26.88	27.78	28.68	29.57	30.47	31.36	32.26	33.16	34.05	34.95
	O	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32
11	B	29.54	30.52	31.51	32.49	33.47	34.46	35.44	36.43	37.41	38.40
	O	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32
12	B	35.40	36.58	37.76	38.94	40.12	41.30	42.48	43.66	44.84	46.02
	O	40.32	40.32	40.32	40.32	40.32	41.30	42.48	43.66	44.84	46.02
13	B	42.10	43.50	44.90	46.31	47.71	49.11	50.52	51.92	53.32	54.73
	O	42.10	43.50	44.90	46.31	47.71	49.11	50.52	51.92	53.32	54.73
14	B	49.75	51.40	53.06	54.72	56.38	58.04	59.70	61.35	63.01	64.67
	O	49.75	51.40	53.06	54.72	56.38	58.04	59.70	61.35	63.01	64.67
15	B	58.52	60.47	62.42	64.37	66.32	68.27	70.22	72.17	74.12	76.07
	O	58.52	60.47	62.42	64.37	66.32	68.27	70.22	72.17	74.12	76.07

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-VB
INCORPORATING A LOCALITY PAYMENT OF 15.37%
FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	12.74	13.16	13.59	14.01	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.11	19.74	20.39	21.02	21.66	22.29	22.94	23.57	24.21	24.84
4	B	14.30	14.78	15.25	15.73	16.21	16.68	17.16	17.64	18.11	18.59
	O	21.45	22.17	22.88	23.60	24.32	25.02	25.74	26.46	27.17	27.89
5	B	16.00	16.53	17.07	17.60	18.13	18.67	19.20	19.74	20.27	20.80
	O	24.00	24.80	25.61	26.40	27.20	28.01	28.80	29.61	30.41	31.20
6	B	17.84	18.43	19.02	19.62	20.21	20.81	21.40	22.00	22.59	23.18
	O	26.76	27.65	28.53	29.43	30.32	31.22	32.10	33.00	33.89	34.77
7	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.44	25.10	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.66
8	B	21.95	22.68	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54
	O	32.93	34.02	35.12	36.23	37.32	38.42	39.51	40.05	40.05	40.05
9	B	24.24	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52
	O	36.36	37.58	38.79	40.01	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	40.05	40.05	40.05	40.05	40.05	41.02	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-DCB
INCORPORATING A LOCALITY PAYMENT OF 28.22%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.54	\$ 11.93	\$ 12.31	\$ 12.69	\$ 13.08	\$ 13.30	\$ 13.68	\$ 14.06	\$ 14.08	\$ 14.44
	O	17.31	17.90	18.47	19.04	19.62	19.95	20.52	21.09	21.12	21.66
2	B	12.98	13.29	13.71	14.08	14.24	14.66	15.08	15.49	15.91	16.33
	O	19.47	19.94	20.57	21.12	21.36	21.99	22.62	23.24	23.87	24.50
3	B	14.16	14.63	15.10	15.57	16.05	16.52	16.99	17.46	17.93	18.40
	O	21.24	21.95	22.65	23.36	24.08	24.78	25.49	26.19	26.90	27.60
4	B	15.89	16.42	16.95	17.48	18.01	18.54	19.07	19.60	20.13	20.66
	O	23.84	24.63	25.43	26.22	27.02	27.81	28.61	29.40	30.20	30.99
5	B	17.78	18.38	18.97	19.56	20.15	20.75	21.34	21.93	22.53	23.12
	O	26.67	27.57	28.46	29.34	30.23	31.13	32.01	32.90	33.80	34.68
6	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.45	25.11	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.68	37.67	38.66
7	B	22.03	22.76	23.50	24.23	24.96	25.70	26.43	27.17	27.90	28.64
	O	33.05	34.14	35.25	36.35	37.44	38.55	39.65	40.76	41.85	42.96
8	B	24.39	25.21	26.02	26.84	27.65	28.46	29.28	30.09	30.90	31.72
	O	36.59	37.82	39.03	40.26	41.48	42.69	43.92	44.51	44.51	44.51
9	B	26.94	27.84	28.74	29.64	30.54	31.44	32.33	33.23	34.13	35.03
	O	40.41	41.76	43.11	44.46	44.51	44.51	44.51	44.51	44.51	44.51
10	B	29.67	30.66	31.65	32.64	33.63	34.62	35.61	36.60	37.59	38.57
	O	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51
11	B	32.60	33.69	34.77	35.86	36.95	38.03	39.12	40.21	41.29	42.38
	O	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51	44.51
12	B	39.07	40.38	41.68	42.98	44.28	45.59	46.89	48.19	49.49	50.80
	O	44.51	44.51	44.51	44.51	44.51	45.59	46.89	48.19	49.49	50.80
13	B	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.85	60.40
	O	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.85	60.40
14	B	54.91	56.74	58.57	60.40	62.23	64.06	65.89	67.72	69.55	71.38
	O	54.91	56.74	58.57	60.40	62.23	64.06	65.89	67.72	69.55	71.38
15	B	64.59	66.74	68.89	71.04	73.20	75.35	77.50	78.68	78.68	78.68
	O	64.59	66.74	68.89	71.04	73.20	75.35	77.50	78.68	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-RUS
INCORPORATING A LOCALITY PAYMENT OF 15.37%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	12.74	13.16	13.59	14.01	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.11	19.74	20.39	21.02	21.66	22.29	22.94	23.57	24.21	24.84
4	B	14.30	14.78	15.25	15.73	16.21	16.68	17.16	17.64	18.11	18.59
	O	21.45	22.17	22.88	23.60	24.32	25.02	25.74	26.46	27.17	27.89
5	B	16.00	16.53	17.07	17.60	18.13	18.67	19.20	19.74	20.27	20.80
	O	24.00	24.80	25.61	26.40	27.20	28.01	28.80	29.61	30.41	31.20
6	B	17.84	18.43	19.02	19.62	20.21	20.81	21.40	22.00	22.59	23.18
	O	26.76	27.65	28.53	29.43	30.32	31.22	32.10	33.00	33.89	34.77
7	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.44	25.10	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.66
8	B	21.95	22.68	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54
	O	32.93	34.02	35.12	36.23	37.32	38.42	39.51	40.05	40.05	40.05
9	B	24.24	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52
	O	36.36	37.58	38.79	40.01	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	40.05	40.05	40.05	40.05	40.05	41.02	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-AK
INCORPORATING A LOCALITY PAYMENT OF 28.02%
STATE OF ALASKA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.52	\$ 11.91	\$ 12.29	\$ 12.67	\$ 13.06	\$ 13.28	\$ 13.66	\$ 14.04	\$ 14.06	\$ 14.42
	O	17.28	17.87	18.44	19.01	19.59	19.92	20.49	21.06	21.09	21.63
2	B	12.96	13.26	13.69	14.06	14.22	14.63	15.05	15.47	15.89	16.31
	O	19.44	19.89	20.54	21.09	21.33	21.95	22.58	23.21	23.84	24.47
3	B	14.14	14.61	15.08	15.55	16.02	16.49	16.96	17.43	17.91	18.38
	O	21.21	21.92	22.62	23.33	24.03	24.74	25.44	26.15	26.87	27.57
4	B	15.87	16.40	16.93	17.46	17.98	18.51	19.04	19.57	20.10	20.63
	O	23.81	24.60	25.40	26.19	26.97	27.77	28.56	29.36	30.15	30.95
5	B	17.76	18.35	18.94	19.53	20.12	20.71	21.31	21.90	22.49	23.08
	O	26.64	27.53	28.41	29.30	30.18	31.07	31.97	32.85	33.74	34.62
6	B	19.79	20.45	21.11	21.77	22.43	23.09	23.75	24.41	25.07	25.73
	O	29.69	30.68	31.67	32.66	33.65	34.64	35.63	36.62	37.61	38.60
7	B	21.99	22.73	23.46	24.19	24.93	25.66	26.39	27.12	27.86	28.59
	O	32.99	34.10	35.19	36.29	37.40	38.49	39.59	40.68	41.79	42.89
8	B	24.36	25.17	25.98	26.79	27.61	28.42	29.23	30.04	30.85	31.67
	O	36.54	37.76	38.97	40.19	41.42	42.63	43.85	44.45	44.45	44.45
9	B	26.90	27.80	28.70	29.59	30.49	31.39	32.28	33.18	34.08	34.97
	O	40.35	41.70	43.05	44.39	44.45	44.45	44.45	44.45	44.45	44.45
10	B	29.63	30.61	31.60	32.59	33.58	34.56	35.55	36.54	37.53	38.51
	O	44.45	44.45	44.45	44.45	44.45	44.45	44.45	44.45	44.45	44.45
11	B	32.55	33.63	34.72	35.80	36.89	37.97	39.06	40.15	41.23	42.32
	O	44.45	44.45	44.45	44.45	44.45	44.45	44.45	44.45	44.45	44.45
12	B	39.01	40.31	41.61	42.91	44.22	45.52	46.82	48.12	49.42	50.72
	O	44.45	44.45	44.45	44.45	44.45	45.52	46.82	48.12	49.42	50.72
13	B	46.39	47.94	49.48	51.03	52.58	54.12	55.67	57.22	58.76	60.31
	O	46.39	47.94	49.48	51.03	52.58	54.12	55.67	57.22	58.76	60.31
14	B	54.82	56.65	58.48	60.30	62.13	63.96	65.79	67.61	69.44	71.27
	O	54.82	56.65	58.48	60.30	62.13	63.96	65.79	67.61	69.44	71.27
15	B	64.48	66.63	68.78	70.93	73.08	75.23	77.38	78.68	78.68	78.68
	O	64.48	66.63	68.78	70.93	73.08	75.23	77.38	78.68	78.68	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>

SALARY TABLE 2019-HI
INCORPORATING A LOCALITY PAYMENT OF 18.43%
STATE OF HAWAII
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.66	\$ 11.02	\$ 11.37	\$ 11.72	\$ 12.08	\$ 12.29	\$ 12.64	\$ 12.99	\$ 13.00	\$ 13.34
	O	15.99	16.53	17.06	17.58	18.12	18.44	18.96	19.49	19.50	20.01
2	B	11.99	12.27	12.67	13.00	13.15	13.54	13.93	14.31	14.70	15.09
	O	17.99	18.41	19.01	19.50	19.73	20.31	20.90	21.47	22.05	22.64
3	B	13.08	13.51	13.95	14.38	14.82	15.26	15.69	16.13	16.56	17.00
	O	19.62	20.27	20.93	21.57	22.23	22.89	23.54	24.20	24.84	25.50
4	B	14.68	15.17	15.66	16.15	16.64	17.13	17.62	18.10	18.59	19.08
	O	22.02	22.76	23.49	24.23	24.96	25.70	26.43	27.15	27.89	28.62
5	B	16.43	16.97	17.52	18.07	18.62	19.16	19.71	20.26	20.81	21.35
	O	24.65	25.46	26.28	27.11	27.93	28.74	29.57	30.39	31.22	32.03
6	B	18.31	18.92	19.53	20.14	20.75	21.36	21.97	22.58	23.19	23.80
	O	27.47	28.38	29.30	30.21	31.13	32.04	32.96	33.87	34.79	35.70
7	B	20.35	21.02	21.70	22.38	23.06	23.74	24.41	25.09	25.77	26.45
	O	30.53	31.53	32.55	33.57	34.59	35.61	36.62	37.64	38.66	39.68
8	B	22.53	23.28	24.03	24.79	25.54	26.29	27.04	27.79	28.54	29.29
	O	33.80	34.92	36.05	37.19	38.31	39.44	40.56	41.12	41.12	41.12
9	B	24.89	25.72	26.55	27.38	28.21	29.04	29.87	30.69	31.52	32.35
	O	37.34	38.58	39.83	41.07	41.12	41.12	41.12	41.12	41.12	41.12
10	B	27.41	28.32	29.23	30.15	31.06	31.98	32.89	33.80	34.72	35.63
	O	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12
11	B	30.11	31.11	32.12	33.12	34.13	35.13	36.13	37.14	38.14	39.15
	O	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12	41.12
12	B	36.09	37.29	38.50	39.70	40.90	42.11	43.31	44.51	45.71	46.92
	O	41.12	41.12	41.12	41.12	41.12	42.11	43.31	44.51	45.71	46.92
13	B	42.92	44.35	45.78	47.21	48.64	50.07	51.50	52.93	54.36	55.79
	O	42.92	44.35	45.78	47.21	48.64	50.07	51.50	52.93	54.36	55.79
14	B	50.71	52.40	54.10	55.79	57.48	59.17	60.86	62.55	64.24	65.93
	O	50.71	52.40	54.10	55.79	57.48	59.17	60.86	62.55	64.24	65.93
15	B	59.65	61.64	63.63	65.62	67.61	69.60	71.58	73.57	75.56	77.55
	O	59.65	61.64	63.63	65.62	67.61	69.60	71.58	73.57	75.56	77.55

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>