

SALARY TABLE 2019-GS
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE
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	\$ 9.13	\$ 9.43	\$ 9.74	\$ 10.04	\$ 10.34	\$ 10.52	\$ 10.82	\$ 11.12	\$ 11.13	\$ 11.42
	O	13.70	14.15	14.61	15.06	15.51	15.78	16.23	16.68	16.70	17.13
2	B	10.26	10.51	10.85	11.13	11.26	11.59	11.92	12.25	12.58	12.91
	O	15.39	15.77	16.28	16.70	16.89	17.39	17.88	18.38	18.87	19.37
3	B	11.20	11.57	11.94	12.32	12.69	13.06	13.44	13.81	14.18	14.56
	O	16.80	17.36	17.91	18.48	19.04	19.59	20.16	20.72	21.27	21.84
4	B	12.57	12.99	13.41	13.83	14.24	14.66	15.08	15.50	15.92	16.34
	O	18.86	19.49	20.12	20.75	21.36	21.99	22.62	23.25	23.88	24.51
5	B	14.06	14.53	15.00	15.47	15.94	16.41	16.87	17.34	17.81	18.28
	O	21.09	21.80	22.50	23.21	23.91	24.62	25.31	26.01	26.72	27.42
6	B	15.68	16.20	16.72	17.24	17.77	18.29	18.81	19.34	19.86	20.38
	O	23.52	24.30	25.08	25.86	26.66	27.44	28.22	29.01	29.79	30.57
7	B	17.42	18.00	18.58	19.16	19.74	20.32	20.90	21.49	22.07	22.65
	O	26.13	27.00	27.87	28.74	29.61	30.48	31.35	32.24	33.11	33.98
8	B	19.29	19.94	20.58	21.22	21.86	22.51	23.15	23.79	24.44	25.08
	O	28.94	29.91	30.87	31.83	32.79	33.77	34.73	35.21	35.21	35.21
9	B	21.31	22.02	22.73	23.44	24.15	24.86	25.57	26.28	26.99	27.70
	O	31.97	33.03	34.10	35.16	35.21	35.21	35.21	35.21	35.21	35.21
10	B	23.47	24.25	25.03	25.81	26.59	27.38	28.16	28.94	29.72	30.50
	O	35.21	35.21	35.21	35.21	35.21	35.21	35.21	35.21	35.21	35.21
11	B	25.78	26.64	27.50	28.36	29.22	30.08	30.94	31.80	32.66	33.52
	O	35.21	35.21	35.21	35.21	35.21	35.21	35.21	35.21	35.21	35.21
12	B	30.90	31.93	32.96	33.99	35.02	36.05	37.08	38.11	39.14	40.17
	O	35.21	35.21	35.21	35.21	35.21	36.05	37.08	38.11	39.14	40.17
13	B	36.75	37.97	39.19	40.42	41.64	42.87	44.09	45.32	46.54	47.77
	O	36.75	37.97	39.19	40.42	41.64	42.87	44.09	45.32	46.54	47.77
14	B	43.42	44.87	46.32	47.76	49.21	50.66	52.11	53.55	55.00	56.45
	O	43.42	44.87	46.32	47.76	49.21	50.66	52.11	53.55	55.00	56.45
15	B	51.08	52.78	54.48	56.18	57.89	59.59	61.29	62.99	64.70	66.40
	O	51.08	52.78	54.48	56.18	57.89	59.59	61.29	62.99	64.70	66.40

SALARY TABLE 2019-AL
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.19%
FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY-MA
TOTAL INCREASE: 2.00%
EFFECTIVE JANUARY 2019

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	\$ 10.70	\$ 11.05	\$ 11.41	\$ 11.76	\$ 12.12	\$ 12.33	\$ 12.68	\$ 13.03	\$ 13.05	\$ 13.38
	O	16.05	16.58	17.12	17.64	18.18	18.50	19.02	19.55	19.58	20.07
2	B	12.03	12.31	12.71	13.05	13.19	13.58	13.97	14.36	14.75	15.13
	O	18.05	18.47	19.07	19.58	19.79	20.37	20.96	21.54	22.13	22.70
3	B	13.12	13.56	14.00	14.43	14.87	15.31	15.75	16.18	16.62	17.06
	O	19.68	20.34	21.00	21.65	22.31	22.97	23.63	24.27	24.93	25.59
4	B	14.73	15.22	15.71	16.20	16.69	17.18	17.68	18.17	18.66	19.15
	O	22.10	22.83	23.57	24.30	25.04	25.77	26.52	27.26	27.99	28.73
5	B	16.48	17.03	17.58	18.13	18.68	19.23	19.78	20.32	20.87	21.42
	O	24.72	25.55	26.37	27.20	28.02	28.85	29.67	30.48	31.31	32.13
6	B	18.37	18.98	19.60	20.21	20.82	21.43	22.05	22.66	23.27	23.88
	O	27.56	28.47	29.40	30.32	31.23	32.15	33.08	33.99	34.91	35.82
7	B	20.41	21.10	21.78	22.46	23.14	23.82	24.50	25.18	25.86	26.54
	O	30.62	31.65	32.67	33.69	34.71	35.73	36.75	37.77	38.79	39.81
8	B	22.61	23.36	24.12	24.87	25.62	26.38	27.13	27.88	28.64	29.39
	O	33.92	35.04	36.18	37.31	38.43	39.57	40.70	41.25	41.25	41.25
9	B	24.97	25.80	26.64	27.47	28.30	29.13	29.96	30.80	31.63	32.46
	O	37.46	38.70	39.96	41.21	41.25	41.25	41.25	41.25	41.25	41.25
10	B	27.50	28.42	29.33	30.25	31.17	32.08	33.00	33.91	34.83	35.75
	O	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25
11	B	30.21	31.22	32.23	33.23	34.24	35.25	36.26	37.26	38.27	39.28
	O	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25
12	B	36.21	37.42	38.63	39.83	41.04	42.25	43.46	44.66	45.87	47.08
	O	41.25	41.25	41.25	41.25	41.25	42.25	43.46	44.66	45.87	47.08
13	B	43.06	44.50	45.93	47.37	48.80	50.24	51.67	53.11	54.54	55.98
	O	43.06	44.50	45.93	47.37	48.80	50.24	51.67	53.11	54.54	55.98
14	B	50.89	52.58	54.28	55.98	57.67	59.37	61.06	62.76	64.46	66.15
	O	50.89	52.58	54.28	55.98	57.67	59.37	61.06	62.76	64.46	66.15
15	B	59.86	61.85	63.85	65.84	67.84	69.83	71.83	73.82	75.82	77.81
	O	59.86	61.85	63.85	65.84	67.84	69.83	71.83	73.82	75.82	77.81

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.20%
FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM
TOTAL INCREASE: 1.79%
EFFECTIVE JANUARY 2019

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	\$ 10.61	\$ 10.96	\$ 11.31	\$ 11.66	\$ 12.02	\$ 12.22	\$ 12.57	\$ 12.92	\$ 12.94	\$ 13.27
	O	15.92	16.44	16.97	17.49	18.03	18.33	18.86	19.38	19.41	19.91
2	B	11.92	12.21	12.60	12.94	13.08	13.47	13.85	14.24	14.62	15.01
	O	17.88	18.32	18.90	19.41	19.62	20.21	20.78	21.36	21.93	22.52
3	B	13.01	13.44	13.88	14.31	14.75	15.18	15.61	16.05	16.48	16.91
	O	19.52	20.16	20.82	21.47	22.13	22.77	23.42	24.08	24.72	25.37
4	B	14.61	15.09	15.58	16.07	16.55	17.04	17.53	18.01	18.50	18.99
	O	21.92	22.64	23.37	24.11	24.83	25.56	26.30	27.02	27.75	28.49
5	B	16.34	16.89	17.43	17.98	18.52	19.06	19.61	20.15	20.70	21.24
	O	24.51	25.34	26.15	26.97	27.78	28.59	29.42	30.23	31.05	31.86
6	B	18.22	18.82	19.43	20.04	20.65	21.25	21.86	22.47	23.08	23.68
	O	27.33	28.23	29.15	30.06	30.98	31.88	32.79	33.71	34.62	35.52
7	B	20.24	20.92	21.59	22.27	22.94	23.62	24.29	24.97	25.64	26.32
	O	30.36	31.38	32.39	33.41	34.41	35.43	36.44	37.46	38.46	39.48
8	B	22.42	23.16	23.91	24.66	25.41	26.15	26.90	27.65	28.40	29.14
	O	33.63	34.74	35.87	36.99	38.12	39.23	40.35	40.91	40.91	40.91
9	B	24.76	25.59	26.41	27.24	28.06	28.89	29.71	30.54	31.36	32.19
	O	37.14	38.39	39.62	40.86	40.91	40.91	40.91	40.91	40.91	40.91
10	B	27.27	28.18	29.08	29.99	30.90	31.81	32.72	33.63	34.54	35.45
	O	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91
11	B	29.96	30.96	31.96	32.95	33.95	34.95	35.95	36.95	37.95	38.95
	O	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91	40.91
12	B	35.91	37.10	38.30	39.50	40.70	41.89	43.09	44.29	45.48	46.68
	O	40.91	40.91	40.91	40.91	40.91	41.89	43.09	44.29	45.48	46.68
13	B	42.70	44.12	45.54	46.97	48.39	49.81	51.24	52.66	54.08	55.51
	O	42.70	44.12	45.54	46.97	48.39	49.81	51.24	52.66	54.08	55.51
14	B	50.46	52.14	53.82	55.50	57.18	58.87	60.55	62.23	63.91	65.59
	O	50.46	52.14	53.82	55.50	57.18	58.87	60.55	62.23	63.91	65.59
15	B	59.35	61.33	63.31	65.28	67.26	69.24	71.22	73.20	75.18	77.15
	O	59.35	61.33	63.31	65.28	67.26	69.24	71.22	73.20	75.18	77.15

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.64%
FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL
TOTAL INCREASE: 1.80%
EFFECTIVE JANUARY 2019

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	\$ 11.47	\$ 11.84	\$ 12.21	\$ 12.58	\$ 12.80	\$ 13.16	\$ 13.53	\$ 13.54	\$ 13.89
	O	16.65	17.21	17.76	18.32	18.87	19.20	19.74	20.30	20.31	20.84
2	B	12.48	12.78	13.19	13.54	13.70	14.10	14.50	14.90	15.31	15.71
	O	18.72	19.17	19.79	20.31	20.55	21.15	21.75	22.35	22.97	23.57
3	B	13.62	14.07	14.53	14.98	15.44	15.89	16.34	16.80	17.25	17.71
	O	20.43	21.11	21.80	22.47	23.16	23.84	24.51	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	19.87
	O	22.94	23.70	24.47	25.23	26.00	26.76	27.53	28.29	29.06	29.81
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	19.70	20.34	20.98	21.61	22.25	22.88	23.52	24.16	24.79
	O	28.61	29.55	30.51	31.47	32.42	33.38	34.32	35.28	36.24	37.19
7	B	21.19	21.90	22.60	23.31	24.02	24.72	25.43	26.13	26.84	27.55
	O	31.79	32.85	33.90	34.97	36.03	37.08	38.15	39.20	40.26	41.33
8	B	23.47	24.25	25.03	25.81	26.60	27.38	28.16	28.94	29.72	30.51
	O	35.21	36.38	37.55	38.72	39.90	41.07	42.24	42.81	42.81	42.81
9	B	25.92	26.78	27.65	28.51	29.37	30.24	31.10	31.97	32.83	33.69
	O	38.88	40.17	41.48	42.77	42.81	42.81	42.81	42.81	42.81	42.81
10	B	28.54	29.49	30.45	31.40	32.35	33.30	34.25	35.20	36.15	37.10
	O	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81
11	B	31.36	32.41	33.45	34.50	35.54	36.59	37.63	38.68	39.72	40.77
	O	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81	42.81
12	B	37.59	38.84	40.09	41.35	42.60	43.85	45.11	46.36	47.61	48.87
	O	42.81	42.81	42.81	42.81	42.81	43.85	45.11	46.36	47.61	48.87
13	B	44.70	46.19	47.68	49.17	50.66	52.15	53.64	55.13	56.61	58.10
	O	44.70	46.19	47.68	49.17	50.66	52.15	53.64	55.13	56.61	58.10
14	B	52.82	54.58	56.34	58.10	59.86	61.62	63.38	65.14	66.90	68.67
	O	52.82	54.58	56.34	58.10	59.86	61.62	63.38	65.14	66.90	68.67
15	B	62.13	64.20	66.27	68.34	70.41	72.48	74.55	76.62	78.70	79.78
	O	62.13	64.20	66.27	68.34	70.41	72.48	74.55	76.62	78.70	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.46%
FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX
TOTAL INCREASE: 2.05%
EFFECTIVE JANUARY 2019

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	\$ 11.44	\$ 11.79	\$ 12.15	\$ 12.36	\$ 12.71	\$ 13.06	\$ 13.08	\$ 13.41
	O	16.08	16.62	17.16	17.69	18.23	18.54	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	14.47	14.91	15.34	15.78	16.22	16.66	17.10
	O	19.73	20.39	21.05	21.71	22.37	23.01	23.67	24.33	24.99	25.65
4	B	14.76	15.26	15.75	16.24	16.73	17.22	17.72	18.21	18.70	19.19
	O	22.14	22.89	23.63	24.36	25.10	25.83	26.58	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	19.03	19.64	20.26	20.87	21.48	22.10	22.71	23.33	23.94
	O	27.62	28.55	29.46	30.39	31.31	32.22	33.15	34.07	35.00	35.91
7	B	20.46	21.14	21.83	22.51	23.19	23.87	24.55	25.24	25.92	26.60
	O	30.69	31.71	32.75	33.77	34.79	35.81	36.83	37.86	38.88	39.90
8	B	22.66	23.42	24.17	24.93	25.68	26.44	27.19	27.95	28.70	29.46
	O	33.99	35.13	36.26	37.40	38.52	39.66	40.79	41.34	41.34	41.34
9	B	25.03	25.86	26.70	27.53	28.37	29.20	30.03	30.87	31.70	32.54
	O	37.55	38.79	40.05	41.30	41.34	41.34	41.34	41.34	41.34	41.34
10	B	27.56	28.48	29.40	30.32	31.24	32.16	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	37.35	38.36	39.37
	O	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34	41.34
12	B	36.30	37.51	38.72	39.93	41.14	42.35	43.56	44.77	45.98	47.19
	O	41.34	41.34	41.34	41.34	41.34	42.35	43.56	44.77	45.98	47.19
13	B	43.16	44.60	46.04	47.48	48.92	50.35	51.79	53.23	54.67	56.11
	O	43.16	44.60	46.04	47.48	48.92	50.35	51.79	53.23	54.67	56.11
14	B	51.00	52.70	54.40	56.10	57.80	59.50	61.20	62.91	64.61	66.31
	O	51.00	52.70	54.40	56.10	57.80	59.50	61.20	62.91	64.61	66.31
15	B	59.99	61.99	63.99	65.99	67.99	69.99	71.99	73.99	75.99	77.99
	O	59.99	61.99	63.99	65.99	67.99	69.99	71.99	73.99	75.99	77.99

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.77%
FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL
TOTAL INCREASE: 1.75%
EFFECTIVE JANUARY 2019

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	13.03	13.42	13.80	14.18	14.57	14.95
	O	17.82	18.24	18.84	19.34	19.55	20.13	20.70	21.27	21.86	22.43
3	B	12.96	13.39	13.83	14.26	14.69	15.12	15.56	15.99	16.42	16.85
	O	19.44	20.09	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	16.82	17.37	17.91	18.45	18.99	19.54	20.08	20.62	21.16
	O	24.42	25.23	26.06	26.87	27.68	28.49	29.31	30.12	30.93	31.74
6	B	18.15	18.75	19.36	19.96	20.57	21.17	21.78	22.38	22.99	23.60
	O	27.23	28.13	29.04	29.94	30.86	31.76	32.67	33.57	34.49	35.40
7	B	20.17	20.84	21.51	22.18	22.86	23.53	24.20	24.87	25.55	26.22
	O	30.26	31.26	32.27	33.27	34.29	35.30	36.30	37.31	38.33	39.33
8	B	22.33	23.08	23.82	24.57	25.31	26.06	26.80	27.55	28.29	29.03
	O	33.50	34.62	35.73	36.86	37.97	39.09	40.20	40.76	40.76	40.76
9	B	24.67	25.49	26.31	27.14	27.96	28.78	29.60	30.42	31.25	32.07
	O	37.01	38.24	39.47	40.71	40.76	40.76	40.76	40.76	40.76	40.76
10	B	27.17	28.07	28.98	29.88	30.79	31.69	32.60	33.50	34.41	35.31
	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	35.77	36.97	38.16	39.35	40.54	41.74	42.93	44.12	45.32	46.51
	O	40.76	40.76	40.76	40.76	40.76	41.74	42.93	44.12	45.32	46.51
13	B	42.54	43.96	45.38	46.79	48.21	49.63	51.05	52.46	53.88	55.30
	O	42.54	43.96	45.38	46.79	48.21	49.63	51.05	52.46	53.88	55.30
14	B	50.27	51.94	53.62	55.30	56.97	58.65	60.32	62.00	63.68	65.35
	O	50.27	51.94	53.62	55.30	56.97	58.65	60.32	62.00	63.68	65.35
15	B	59.13	61.10	63.07	65.04	67.01	68.99	70.96	72.93	74.90	76.87
	O	59.13	61.10	63.07	65.04	67.01	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-BOS
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.27%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME
TOTAL INCREASE: 2.03%
EFFECTIVE JANUARY 2019

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	\$ 11.71	\$ 12.10	\$ 12.49	\$ 12.88	\$ 13.27	\$ 13.49	\$ 13.88	\$ 14.27	\$ 14.28	\$ 14.64
	O	17.57	18.15	18.74	19.32	19.91	20.24	20.82	21.41	21.42	21.96
2	B	13.16	13.48	13.91	14.28	14.44	14.87	15.29	15.72	16.14	16.56
	O	19.74	20.22	20.87	21.42	21.66	22.31	22.94	23.58	24.21	24.84
3	B	14.36	14.84	15.32	15.80	16.28	16.76	17.23	17.71	18.19	18.67
	O	21.54	22.26	22.98	23.70	24.42	25.14	25.85	26.57	27.29	28.01
4	B	16.12	16.66	17.20	17.73	18.27	18.81	19.35	19.88	20.42	20.96
	O	24.18	24.99	25.80	26.60	27.41	28.22	29.03	29.82	30.63	31.44
5	B	18.04	18.64	19.24	19.84	20.44	21.04	21.65	22.25	22.85	23.45
	O	27.06	27.96	28.86	29.76	30.66	31.56	32.48	33.38	34.28	35.18
6	B	20.11	20.78	21.45	22.12	22.79	23.46	24.13	24.80	25.47	26.14
	O	30.17	31.17	32.18	33.18	34.19	35.19	36.20	37.20	38.21	39.21
7	B	22.34	23.09	23.83	24.58	25.32	26.07	26.81	27.56	28.30	29.05
	O	33.51	34.64	35.75	36.87	37.98	39.11	40.22	41.34	42.45	43.58
8	B	24.75	25.57	26.40	27.22	28.05	28.87	29.70	30.52	31.34	32.17
	O	37.13	38.36	39.60	40.83	42.08	43.31	44.55	45.15	45.15	45.15
9	B	27.33	28.24	29.15	30.07	30.98	31.89	32.80	33.71	34.62	35.53
	O	41.00	42.36	43.73	45.11	45.15	45.15	45.15	45.15	45.15	45.15
10	B	30.10	31.10	32.11	33.11	34.11	35.11	36.12	37.12	38.12	39.13
	O	45.15	45.15	45.15	45.15	45.15	45.15	45.15	45.15	45.15	45.15
11	B	33.07	34.17	35.27	36.38	37.48	38.58	39.69	40.79	41.89	42.99
	O	45.15	45.15	45.15	45.15	45.15	45.15	45.15	45.15	45.15	45.15
12	B	39.64	40.96	42.28	43.60	44.92	46.24	47.56	48.89	50.21	51.53
	O	45.15	45.15	45.15	45.15	45.15	46.24	47.56	48.89	50.21	51.53
13	B	47.13	48.70	50.28	51.85	53.42	54.99	56.56	58.13	59.70	61.27
	O	47.13	48.70	50.28	51.85	53.42	54.99	56.56	58.13	59.70	61.27
14	B	55.70	57.55	59.41	61.27	63.12	64.98	66.84	68.69	70.55	72.41
	O	55.70	57.55	59.41	61.27	63.12	64.98	66.84	68.69	70.55	72.41
15	B	65.51	67.70	69.88	72.07	74.25	76.43	78.62	79.78	79.78	79.78
	O	65.51	67.70	69.88	72.07	74.25	76.43	78.62	79.78	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.67%
FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY
TOTAL INCREASE: 1.82%
EFFECTIVE JANUARY 2019

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	\$ 10.92	\$ 11.29	\$ 11.65	\$ 12.01	\$ 12.38	\$ 12.59	\$ 12.95	\$ 13.31	\$ 13.32	\$ 13.66
	O	16.38	16.94	17.48	18.02	18.57	18.89	19.43	19.97	19.98	20.49
2	B	12.28	12.57	12.98	13.32	13.47	13.87	14.27	14.66	15.06	15.45
	O	18.42	18.86	19.47	19.98	20.21	20.81	21.41	21.99	22.59	23.18
3	B	13.40	13.85	14.29	14.74	15.19	15.63	16.08	16.53	16.97	17.42
	O	20.10	20.78	21.44	22.11	22.79	23.45	24.12	24.80	25.46	26.13
4	B	15.04	15.54	16.04	16.55	17.05	17.55	18.05	18.55	19.05	19.55
	O	22.56	23.31	24.06	24.83	25.58	26.33	27.08	27.83	28.58	29.33
5	B	16.83	17.39	17.95	18.51	19.07	19.63	20.19	20.76	21.32	21.88
	O	25.25	26.09	26.93	27.77	28.61	29.45	30.29	31.14	31.98	32.82
6	B	18.76	19.39	20.01	20.64	21.26	21.89	22.51	23.14	23.76	24.39
	O	28.14	29.09	30.02	30.96	31.89	32.84	33.77	34.71	35.64	36.59
7	B	20.85	21.54	22.24	22.93	23.63	24.32	25.02	25.71	26.41	27.10
	O	31.28	32.31	33.36	34.40	35.45	36.48	37.53	38.57	39.62	40.65
8	B	23.09	23.86	24.63	25.40	26.17	26.93	27.70	28.47	29.24	30.01
	O	34.64	35.79	36.95	38.10	39.26	40.40	41.55	42.12	42.12	42.12
9	B	25.50	26.35	27.20	28.05	28.90	29.75	30.60	31.45	32.30	33.15
	O	38.25	39.53	40.80	42.08	42.12	42.12	42.12	42.12	42.12	42.12
10	B	28.08	29.02	29.95	30.89	31.82	32.76	33.70	34.63	35.57	36.50
	O	42.12	42.12	42.12	42.12	42.12	42.12	42.12	42.12	42.12	42.12
11	B	30.85	31.88	32.91	33.94	34.97	36.00	37.02	38.05	39.08	40.11
	O	42.12	42.12	42.12	42.12	42.12	42.12	42.12	42.12	42.12	42.12
12	B	36.98	38.21	39.44	40.68	41.91	43.14	44.38	45.61	46.84	48.07
	O	42.12	42.12	42.12	42.12	42.12	43.14	44.38	45.61	46.84	48.07
13	B	43.97	45.44	46.90	48.37	49.84	51.30	52.77	54.23	55.70	57.16
	O	43.97	45.44	46.90	48.37	49.84	51.30	52.77	54.23	55.70	57.16
14	B	51.96	53.69	55.43	57.16	58.89	60.62	62.36	64.09	65.82	67.55
	O	51.96	53.69	55.43	57.16	58.89	60.62	62.36	64.09	65.82	67.55
15	B	61.12	63.16	65.20	67.23	69.27	71.31	73.35	75.38	77.42	79.46
	O	61.12	63.16	65.20	67.23	69.27	71.31	73.35	75.38	77.42	79.46

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.18%
FOR THE LOCALITY PAY AREA OF BURLINGTON-SOUTH BURLINGTON, VT
TOTAL INCREASE: 2.11%
EFFECTIVE JANUARY 2019

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	\$ 10.60	\$ 10.96	\$ 11.31	\$ 11.66	\$ 12.01	\$ 12.22	\$ 12.57	\$ 12.92	\$ 12.94	\$ 13.26
	O	15.90	16.44	16.97	17.49	18.02	18.33	18.86	19.38	19.41	19.89
2	B	11.92	12.21	12.60	12.94	13.08	13.47	13.85	14.23	14.62	15.00
	O	17.88	18.32	18.90	19.41	19.62	20.21	20.78	21.35	21.93	22.50
3	B	13.01	13.44	13.88	14.31	14.74	15.18	15.61	16.04	16.48	16.91
	O	19.52	20.16	20.82	21.47	22.11	22.77	23.42	24.06	24.72	25.37
4	B	14.60	15.09	15.58	16.06	16.55	17.04	17.52	18.01	18.50	18.98
	O	21.90	22.64	23.37	24.09	24.83	25.56	26.28	27.02	27.75	28.47
5	B	16.34	16.88	17.43	17.97	18.52	19.06	19.61	20.15	20.69	21.24
	O	24.51	25.32	26.15	26.96	27.78	28.59	29.42	30.23	31.04	31.86
6	B	18.21	18.82	19.43	20.03	20.64	21.25	21.86	22.46	23.07	23.68
	O	27.32	28.23	29.15	30.05	30.96	31.88	32.79	33.69	34.61	35.52
7	B	20.24	20.91	21.59	22.26	22.94	23.61	24.29	24.96	25.64	26.31
	O	30.36	31.37	32.39	33.39	34.41	35.42	36.44	37.44	38.46	39.47
8	B	22.41	23.16	23.91	24.66	25.40	26.15	26.90	27.64	28.39	29.14
	O	33.62	34.74	35.87	36.99	38.10	39.23	40.35	40.89	40.89	40.89
9	B	24.76	25.58	26.41	27.23	28.06	28.88	29.71	30.53	31.36	32.18
	O	37.14	38.37	39.62	40.85	40.89	40.89	40.89	40.89	40.89	40.89
10	B	27.26	28.17	29.08	29.99	30.90	31.80	32.71	33.62	34.53	35.44
	O	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89
11	B	29.95	30.95	31.95	32.95	33.95	34.95	35.94	36.94	37.94	38.94
	O	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89	40.89
12	B	35.90	37.10	38.29	39.49	40.69	41.89	43.08	44.28	45.48	46.67
	O	40.89	40.89	40.89	40.89	40.89	41.89	43.08	44.28	45.48	46.67
13	B	42.69	44.11	45.54	46.96	48.38	49.80	51.23	52.65	54.07	55.50
	O	42.69	44.11	45.54	46.96	48.38	49.80	51.23	52.65	54.07	55.50
14	B	50.45	52.13	53.81	55.49	57.17	58.86	60.54	62.22	63.90	65.58
	O	50.45	52.13	53.81	55.49	57.17	58.86	60.54	62.22	63.90	65.58
15	B	59.34	61.32	63.30	65.27	67.25	69.23	71.21	73.18	75.16	77.14
	O	59.34	61.32	63.30	65.27	67.25	69.23	71.21	73.18	75.16	77.14

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.79%
FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC
TOTAL INCREASE: 1.91%
EFFECTIVE JANUARY 2019

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	\$ 13.33
	O	15.99	16.53	17.06	17.58	18.12	18.44	18.96	19.49	19.50	20.00
2	B	11.99	12.27	12.67	13.00	13.15	13.54	13.92	14.31	14.70	15.08
	O	17.99	18.41	19.01	19.50	19.73	20.31	20.88	21.47	22.05	22.62
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	17.61	18.10	18.59	19.08
	O	22.02	22.76	23.49	24.23	24.96	25.70	26.42	27.15	27.89	28.62
5	B	16.42	16.97	17.52	18.07	18.61	19.16	19.71	20.26	20.80	21.35
	O	24.63	25.46	26.28	27.11	27.92	28.74	29.57	30.39	31.20	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	20.34	21.02	21.70	22.38	23.06	23.74	24.41	25.09	25.77	26.45
	O	30.51	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	24.78	25.54	26.29	27.04	27.79	28.54	29.29
	O	33.80	34.92	36.05	37.17	38.31	39.44	40.56	41.12	41.12	41.12
9	B	24.89	25.72	26.54	27.37	28.20	29.03	29.86	30.69	31.52	32.35
	O	37.34	38.58	39.81	41.06	41.12	41.12	41.12	41.12	41.12	41.12
10	B	27.41	28.32	29.23	30.15	31.06	31.97	32.89	33.80	34.71	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	42.10	43.31	44.51	45.71	46.92
	O	41.12	41.12	41.12	41.12	41.12	42.10	43.31	44.51	45.71	46.92
13	B	42.91	44.34	45.78	47.21	48.64	50.07	51.50	52.93	54.36	55.79
	O	42.91	44.34	45.78	47.21	48.64	50.07	51.50	52.93	54.36	55.79
14	B	50.71	52.40	54.09	55.78	57.47	59.16	60.86	62.55	64.24	65.93
	O	50.71	52.40	54.09	55.78	57.47	59.16	60.86	62.55	64.24	65.93
15	B	59.65	61.64	63.63	65.62	67.60	69.59	71.58	73.57	75.56	77.55
	O	59.65	61.64	63.63	65.62	67.60	69.59	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/>

SALARY TABLE 2019-CHI
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.05%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI
TOTAL INCREASE: 1.86%
EFFECTIVE JANUARY 2019

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	\$ 11.69	\$ 12.08	\$ 12.47	\$ 12.85	\$ 13.24	\$ 13.47	\$ 13.85	\$ 14.24	\$ 14.26	\$ 14.62
	O	17.54	18.12	18.71	19.28	19.86	20.21	20.78	21.36	21.39	21.93
2	B	13.14	13.45	13.89	14.26	14.42	14.84	15.26	15.69	16.11	16.54
	O	19.71	20.18	20.84	21.39	21.63	22.26	22.89	23.54	24.17	24.81
3	B	14.34	14.82	15.29	15.77	16.25	16.73	17.21	17.68	18.16	18.64
	O	21.51	22.23	22.94	23.66	24.38	25.10	25.82	26.52	27.24	27.96
4	B	16.10	16.63	17.17	17.70	18.24	18.78	19.31	19.85	20.39	20.92
	O	24.15	24.95	25.76	26.55	27.36	28.17	28.97	29.78	30.59	31.38
5	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
6	B	20.07	20.74	21.41	22.08	22.75	23.42	24.09	24.76	25.43	26.10
	O	30.11	31.11	32.12	33.12	34.13	35.13	36.14	37.14	38.15	39.15
7	B	22.31	23.05	23.79	24.54	25.28	26.02	26.77	27.51	28.26	29.00
	O	33.47	34.58	35.69	36.81	37.92	39.03	40.16	41.27	42.39	43.50
8	B	24.70	25.53	26.35	27.17	28.00	28.82	29.64	30.47	31.29	32.11
	O	37.05	38.30	39.53	40.76	42.00	43.23	44.46	45.08	45.08	45.08
9	B	27.29	28.20	29.10	30.01	30.92	31.83	32.74	33.65	34.56	35.47
	O	40.94	42.30	43.65	45.02	45.08	45.08	45.08	45.08	45.08	45.08
10	B	30.05	31.05	32.05	33.05	34.05	35.05	36.06	37.06	38.06	39.06
	O	45.08	45.08	45.08	45.08	45.08	45.08	45.08	45.08	45.08	45.08
11	B	33.01	34.11	35.21	36.31	37.42	38.52	39.62	40.72	41.82	42.92
	O	45.08	45.08	45.08	45.08	45.08	45.08	45.08	45.08	45.08	45.08
12	B	39.57	40.89	42.21	43.53	44.85	46.16	47.48	48.80	50.12	51.44
	O	45.08	45.08	45.08	45.08	45.08	46.16	47.48	48.80	50.12	51.44
13	B	47.05	48.62	50.19	51.76	53.33	54.89	56.46	58.03	59.60	61.17
	O	47.05	48.62	50.19	51.76	53.33	54.89	56.46	58.03	59.60	61.17
14	B	55.60	57.46	59.31	61.16	63.02	64.87	66.72	68.58	70.43	72.28
	O	55.60	57.46	59.31	61.16	63.02	64.87	66.72	68.58	70.43	72.28
15	B	65.40	67.58	69.76	71.94	74.12	76.30	78.48	79.78	79.78	79.78
	O	65.40	67.58	69.76	71.94	74.12	76.30	78.48	79.78	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.21%
FOR THE LOCALITY PAY AREA OF CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN
TOTAL INCREASE: 1.69%
EFFECTIVE JANUARY 2019

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	\$ 10.97	\$ 11.34	\$ 11.70	\$ 12.07	\$ 12.43	\$ 12.64	\$ 13.01	\$ 13.37	\$ 13.38	\$ 13.72
	O	16.46	17.01	17.55	18.11	18.65	18.96	19.52	20.06	20.07	20.58
2	B	12.34	12.63	13.04	13.38	13.53	13.93	14.33	14.73	15.13	15.52
	O	18.51	18.95	19.56	20.07	20.30	20.90	21.50	22.10	22.70	23.28
3	B	13.46	13.91	14.36	14.81	15.25	15.70	16.15	16.60	17.05	17.50
	O	20.19	20.87	21.54	22.22	22.88	23.55	24.23	24.90	25.58	26.25
4	B	15.11	15.61	16.12	16.62	17.12	17.63	18.13	18.63	19.14	19.64
	O	22.67	23.42	24.18	24.93	25.68	26.45	27.20	27.95	28.71	29.46
5	B	16.91	17.47	18.03	18.60	19.16	19.72	20.29	20.85	21.41	21.98
	O	25.37	26.21	27.05	27.90	28.74	29.58	30.44	31.28	32.12	32.97
6	B	18.84	19.47	20.10	20.73	21.36	21.99	22.61	23.24	23.87	24.50
	O	28.26	29.21	30.15	31.10	32.04	32.99	33.92	34.86	35.81	36.75
7	B	20.94	21.64	22.34	23.03	23.73	24.43	25.13	25.83	26.53	27.22
	O	31.41	32.46	33.51	34.55	35.60	36.65	37.70	38.75	39.80	40.83
8	B	23.19	23.96	24.74	25.51	26.28	27.06	27.83	28.60	29.38	30.15
	O	34.79	35.94	37.11	38.27	39.42	40.59	41.75	42.32	42.32	42.32
9	B	25.62	26.47	27.32	28.18	29.03	29.88	30.74	31.59	32.44	33.30
	O	38.43	39.71	40.98	42.27	42.32	42.32	42.32	42.32	42.32	42.32
10	B	28.21	29.15	30.09	31.03	31.97	32.91	33.85	34.79	35.73	36.67
	O	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32
11	B	30.99	32.02	33.06	34.09	35.12	36.16	37.19	38.22	39.26	40.29
	O	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32
12	B	37.15	38.38	39.62	40.86	42.10	43.34	44.58	45.81	47.05	48.29
	O	42.32	42.32	42.32	42.32	42.32	43.34	44.58	45.81	47.05	48.29
13	B	44.17	45.64	47.12	48.59	50.06	51.53	53.00	54.48	55.95	57.42
	O	44.17	45.64	47.12	48.59	50.06	51.53	53.00	54.48	55.95	57.42
14	B	52.20	53.94	55.68	57.42	59.16	60.90	62.64	64.38	66.12	67.86
	O	52.20	53.94	55.68	57.42	59.16	60.90	62.64	64.38	66.12	67.86
15	B	61.40	63.44	65.49	67.54	69.58	71.63	73.68	75.72	77.77	79.78
	O	61.40	63.44	65.49	67.54	69.58	71.63	73.68	75.72	77.77	79.78

* 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-CLE
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.45%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH
TOTAL INCREASE: 1.71%
EFFECTIVE JANUARY 2019

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	\$ 10.99	\$ 11.36	\$ 11.73	\$ 12.09	\$ 12.46	\$ 12.67	\$ 13.03	\$ 13.40	\$ 13.41	\$ 13.75
	O	16.49	17.04	17.60	18.14	18.69	19.01	19.55	20.10	20.12	20.63
2	B	12.36	12.66	13.06	13.41	13.56	13.96	14.36	14.76	15.16	15.56
	O	18.54	18.99	19.59	20.12	20.34	20.94	21.54	22.14	22.74	23.34
3	B	13.49	13.94	14.39	14.84	15.29	15.73	16.18	16.63	17.08	17.53
	O	20.24	20.91	21.59	22.26	22.94	23.60	24.27	24.95	25.62	26.30
4	B	15.14	15.64	16.15	16.65	17.16	17.66	18.17	18.67	19.18	19.68
	O	22.71	23.46	24.23	24.98	25.74	26.49	27.26	28.01	28.77	29.52
5	B	16.94	17.50	18.07	18.63	19.20	19.76	20.33	20.89	21.45	22.02
	O	25.41	26.25	27.11	27.95	28.80	29.64	30.50	31.34	32.18	33.03
6	B	18.88	19.51	20.14	20.77	21.40	22.03	22.66	23.29	23.92	24.55
	O	28.32	29.27	30.21	31.16	32.10	33.05	33.99	34.94	35.88	36.83
7	B	20.98	21.68	22.38	23.08	23.78	24.48	25.18	25.88	26.58	27.28
	O	31.47	32.52	33.57	34.62	35.67	36.72	37.77	38.82	39.87	40.92
8	B	23.24	24.01	24.79	25.56	26.34	27.11	27.88	28.66	29.43	30.21
	O	34.86	36.02	37.19	38.34	39.51	40.67	41.82	42.99	42.39	42.39
9	B	25.67	26.52	27.38	28.23	29.09	29.94	30.80	31.65	32.51	33.36
	O	38.51	39.78	41.07	42.35	42.39	42.39	42.39	42.39	42.39	42.39
10	B	28.26	29.21	30.15	31.09	32.03	32.97	33.92	34.86	35.80	36.74
	O	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39
11	B	31.05	32.09	33.12	34.16	35.20	36.23	37.27	38.30	39.34	40.37
	O	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39
12	B	37.22	38.46	39.70	40.94	42.18	43.42	44.67	45.91	47.15	48.39
	O	42.39	42.39	42.39	42.39	42.39	43.42	44.67	45.91	47.15	48.39
13	B	44.26	45.73	47.21	48.69	50.16	51.64	53.11	54.59	56.06	57.54
	O	44.26	45.73	47.21	48.69	50.16	51.64	53.11	54.59	56.06	57.54
14	B	52.30	54.05	55.79	57.53	59.28	61.02	62.76	64.51	66.25	67.99
	O	52.30	54.05	55.79	57.53	59.28	61.02	62.76	64.51	66.25	67.99
15	B	61.52	63.57	65.62	67.67	69.72	71.77	73.82	75.87	77.93	79.78
	O	61.52	63.57	65.62	67.67	69.72	71.77	73.82	75.87	77.93	79.78

* 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-CS
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.19%
FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO
TOTAL INCREASE: 1.92%
EFFECTIVE JANUARY 2019

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	\$ 10.70	\$ 11.05	\$ 11.41	\$ 11.76	\$ 12.12	\$ 12.33	\$ 12.68	\$ 13.03	\$ 13.05	\$ 13.38
	O	16.05	16.58	17.12	17.64	18.18	18.50	19.02	19.55	19.58	20.07
2	B	12.03	12.31	12.71	13.05	13.19	13.58	13.97	14.36	14.75	15.13
	O	18.05	18.47	19.07	19.58	19.79	20.37	20.96	21.54	22.13	22.70
3	B	13.12	13.56	14.00	14.43	14.87	15.31	15.75	16.18	16.62	17.06
	O	19.68	20.34	21.00	21.65	22.31	22.97	23.63	24.27	24.93	25.59
4	B	14.73	15.22	15.71	16.20	16.69	17.18	17.68	18.17	18.66	19.15
	O	22.10	22.83	23.57	24.30	25.04	25.77	26.52	27.26	27.99	28.73
5	B	16.48	17.03	17.58	18.13	18.68	19.23	19.78	20.32	20.87	21.42
	O	24.72	25.55	26.37	27.20	28.02	28.85	29.67	30.48	31.31	32.13
6	B	18.37	18.98	19.60	20.21	20.82	21.43	22.05	22.66	23.27	23.88
	O	27.56	28.47	29.40	30.32	31.23	32.15	33.08	33.99	34.91	35.82
7	B	20.41	21.10	21.78	22.46	23.14	23.82	24.50	25.18	25.86	26.54
	O	30.62	31.65	32.67	33.69	34.71	35.73	36.75	37.77	38.79	39.81
8	B	22.61	23.36	24.12	24.87	25.62	26.38	27.13	27.88	28.64	29.39
	O	33.92	35.04	36.18	37.31	38.43	39.57	40.70	41.25	41.25	41.25
9	B	24.97	25.80	26.64	27.47	28.30	29.13	29.96	30.80	31.63	32.46
	O	37.46	38.70	39.96	41.21	41.25	41.25	41.25	41.25	41.25	41.25
10	B	27.50	28.42	29.33	30.25	31.17	32.08	33.00	33.91	34.83	35.75
	O	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25
11	B	30.21	31.22	32.23	33.23	34.24	35.25	36.26	37.26	38.27	39.28
	O	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25	41.25
12	B	36.21	37.42	38.63	39.83	41.04	42.25	43.46	44.66	45.87	47.08
	O	41.25	41.25	41.25	41.25	41.25	42.25	43.46	44.66	45.87	47.08
13	B	43.06	44.50	45.93	47.37	48.80	50.24	51.67	53.11	54.54	55.98
	O	43.06	44.50	45.93	47.37	48.80	50.24	51.67	53.11	54.54	55.98
14	B	50.89	52.58	54.28	55.98	57.67	59.37	61.06	62.76	64.46	66.15
	O	50.89	52.58	54.28	55.98	57.67	59.37	61.06	62.76	64.46	66.15
15	B	59.86	61.85	63.85	65.84	67.84	69.83	71.83	73.82	75.82	77.81
	O	59.86	61.85	63.85	65.84	67.84	69.83	71.83	73.82	75.82	77.81

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.47%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH
TOTAL INCREASE: 1.83%
EFFECTIVE JANUARY 2019

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	\$ 10.90	\$ 11.27	\$ 11.63	\$ 11.99	\$ 12.36	\$ 12.57	\$ 12.93	\$ 13.29	\$ 13.30	\$ 13.64
	O	16.35	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	14.24	14.64	15.03	15.43
	O	18.39	18.83	19.44	19.95	20.18	20.78	21.36	21.96	22.55	23.15
3	B	13.38	13.82	14.27	14.71	15.16	15.61	16.05	16.50	16.94	17.39
	O	20.07	20.73	21.41	22.07	22.74	23.42	24.08	24.75	25.41	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	19.04	19.60	20.16	20.72	21.28	21.84
	O	25.20	26.04	26.88	27.72	28.56	29.40	30.24	31.08	31.92	32.76
6	B	18.73	19.35	19.98	20.60	21.23	21.85	22.48	23.10	23.72	24.35
	O	28.10	29.03	29.97	30.90	31.85	32.78	33.72	34.65	35.58	36.53
7	B	20.81	21.51	22.20	22.89	23.59	24.28	24.97	25.67	26.36	27.06
	O	31.22	32.27	33.30	34.34	35.39	36.42	37.46	38.51	39.54	40.59
8	B	23.05	23.82	24.59	25.35	26.12	26.89	27.66	28.43	29.19	29.96
	O	34.58	35.73	36.89	38.03	39.18	40.34	41.49	42.05	42.05	42.05
9	B	25.46	26.31	27.15	28.00	28.85	29.70	30.55	31.40	32.24	33.09
	O	38.19	39.47	40.73	42.00	42.05	42.05	42.05	42.05	42.05	42.05
10	B	28.03	28.97	29.90	30.84	31.77	32.71	33.64	34.57	35.51	36.44
	O	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05
11	B	30.80	31.83	32.85	33.88	34.91	35.94	36.96	37.99	39.02	40.04
	O	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05	42.05
12	B	36.92	38.15	39.38	40.61	41.84	43.07	44.30	45.53	46.76	47.99
	O	42.05	42.05	42.05	42.05	42.05	43.07	44.30	45.53	46.76	47.99
13	B	43.90	45.36	46.83	48.29	49.75	51.22	52.68	54.14	55.60	57.07
	O	43.90	45.36	46.83	48.29	49.75	51.22	52.68	54.14	55.60	57.07
14	B	51.88	53.61	55.33	57.06	58.79	60.52	62.25	63.98	65.71	67.44
	O	51.88	53.61	55.33	57.06	58.79	60.52	62.25	63.98	65.71	67.44
15	B	61.02	63.05	65.09	67.12	69.16	71.19	73.22	75.26	77.29	79.33
	O	61.02	63.05	65.09	67.12	69.16	71.19	73.22	75.26	77.29	79.33

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.01%
FOR THE LOCALITY PAY AREA OF CORPUS CHRISTI-KINGSVILLE-ALICE, TX
TOTAL INCREASE: 1.96%
EFFECTIVE JANUARY 2019

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	\$ 10.59	\$ 10.94	\$ 11.30	\$ 11.64	\$ 12.00	\$ 12.20	\$ 12.55	\$ 12.90	\$ 12.92	\$ 13.24
	O	15.89	16.41	16.95	17.46	18.00	18.30	18.83	19.35	19.38	19.86
2	B	11.91	12.19	12.58	12.92	13.06	13.45	13.83	14.21	14.60	14.98
	O	17.87	18.29	18.87	19.38	19.59	20.18	20.75	21.32	21.90	22.47
3	B	12.99	13.42	13.86	14.29	14.72	15.15	15.59	16.02	16.45	16.89
	O	19.49	20.13	20.79	21.44	22.08	22.73	23.39	24.03	24.68	25.34
4	B	14.58	15.07	15.55	16.04	16.53	17.01	17.50	17.98	18.47	18.95
	O	21.87	22.61	23.33	24.06	24.80	25.52	26.25	26.97	27.71	28.43
5	B	16.31	16.86	17.40	17.95	18.49	19.03	19.58	20.12	20.66	21.21
	O	24.47	25.29	26.10	26.93	27.74	28.55	29.37	30.18	30.99	31.82
6	B	18.19	18.79	19.40	20.01	20.61	21.22	21.82	22.43	23.04	23.64
	O	27.29	28.19	29.10	30.02	30.92	31.83	32.73	33.65	34.56	35.46
7	B	20.21	20.88	21.56	22.23	22.90	23.58	24.25	24.93	25.60	26.27
	O	30.32	31.32	32.34	33.35	34.35	35.37	36.38	37.40	38.40	39.41
8	B	22.38	23.13	23.87	24.62	25.37	26.11	26.86	27.60	28.35	29.09
	O	33.57	34.70	35.81	36.93	38.06	39.17	40.29	40.83	40.83	40.83
9	B	24.72	25.54	26.37	27.19	28.02	28.84	29.66	30.49	31.31	32.13
	O	37.08	38.31	39.56	40.79	40.83	40.83	40.83	40.83	40.83	40.83
10	B	27.22	28.13	29.04	29.94	30.85	31.76	32.67	33.57	34.48	35.39
	O	40.83	40.83	40.83	40.83	40.83	40.83	40.83	40.83	40.83	40.83
11	B	29.91	30.91	31.90	32.90	33.90	34.89	35.89	36.89	37.89	38.88
	O	40.83	40.83	40.83	40.83	40.83	40.83	40.83	40.83	40.83	40.83
12	B	35.85	37.04	38.24	39.43	40.63	41.82	43.02	44.21	45.41	46.60
	O	40.83	40.83	40.83	40.83	40.83	41.82	43.02	44.21	45.41	46.60
13	B	42.63	44.05	45.47	46.89	48.31	49.73	51.15	52.57	53.99	55.42
	O	42.63	44.05	45.47	46.89	48.31	49.73	51.15	52.57	53.99	55.42
14	B	50.37	52.05	53.73	55.41	57.09	58.77	60.45	62.13	63.81	65.49
	O	50.37	52.05	53.73	55.41	57.09	58.77	60.45	62.13	63.81	65.49
15	B	59.25	61.23	63.20	65.18	67.15	69.13	71.10	73.08	75.05	77.03
	O	59.25	61.23	63.20	65.18	67.15	69.13	71.10	73.08	75.05	77.03

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.21%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK
TOTAL INCREASE: 2.07%
EFFECTIVE JANUARY 2019

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	\$ 11.34	\$ 11.72	\$ 12.09	\$ 12.47	\$ 12.85	\$ 13.07	\$ 13.44	\$ 13.81	\$ 13.83	\$ 14.18
	O	17.01	17.58	18.14	18.71	19.28	19.61	20.16	20.72	20.75	21.27
2	B	12.75	13.05	13.47	13.83	13.98	14.40	14.81	15.22	15.63	16.04
	O	19.13	19.58	20.21	20.75	20.97	21.60	22.22	22.83	23.45	24.06
3	B	13.91	14.37	14.84	15.30	15.76	16.23	16.69	17.15	17.62	18.08
	O	20.87	21.56	22.26	22.95	23.64	24.35	25.04	25.73	26.43	27.12
4	B	15.61	16.13	16.65	17.17	17.69	18.21	18.73	19.25	19.77	20.29
	O	23.42	24.20	24.98	25.76	26.54	27.32	28.10	28.88	29.66	30.44
5	B	17.47	18.05	18.63	19.21	19.80	20.38	20.96	21.54	22.12	22.71
	O	26.21	27.08	27.95	28.82	29.70	30.57	31.44	32.31	33.18	34.07
6	B	19.47	20.12	20.77	21.42	22.07	22.72	23.37	24.02	24.67	25.32
	O	29.21	30.18	31.16	32.13	33.11	34.08	35.06	36.03	37.01	37.98
7	B	21.64	22.36	23.08	23.80	24.52	25.24	25.97	26.69	27.41	28.13
	O	32.46	33.54	34.62	35.70	36.78	37.86	38.96	40.04	41.12	42.20
8	B	23.96	24.76	25.56	26.36	27.16	27.96	28.76	29.55	30.35	31.15
	O	35.94	37.14	38.34	39.54	40.74	41.94	43.14	43.73	43.73	43.73
9	B	26.47	27.35	28.23	29.11	30.00	30.88	31.76	32.64	33.52	34.41
	O	39.71	41.03	42.35	43.67	43.73	43.73	43.73	43.73	43.73	43.73
10	B	29.15	30.12	31.09	32.06	33.03	34.00	34.97	35.95	36.92	37.89
	O	43.73	43.73	43.73	43.73	43.73	43.73	43.73	43.73	43.73	43.73
11	B	32.02	33.09	34.16	35.23	36.29	37.36	38.43	39.50	40.56	41.63
	O	43.73	43.73	43.73	43.73	43.73	43.73	43.73	43.73	43.73	43.73
12	B	38.38	39.66	40.94	42.22	43.50	44.78	46.06	47.34	48.62	49.90
	O	43.73	43.73	43.73	43.73	43.73	44.78	46.06	47.34	48.62	49.90
13	B	45.64	47.16	48.68	50.20	51.73	53.25	54.77	56.29	57.81	59.33
	O	45.64	47.16	48.68	50.20	51.73	53.25	54.77	56.29	57.81	59.33
14	B	53.93	55.73	57.53	59.33	61.13	62.92	64.72	66.52	68.32	70.12
	O	53.93	55.73	57.53	59.33	61.13	62.92	64.72	66.52	68.32	70.12
15	B	63.44	65.56	67.67	69.78	71.90	74.01	76.13	78.24	79.78	79.78
	O	63.44	65.56	67.67	69.78	71.90	74.01	76.13	78.24	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.49%
FOR THE LOCALITY PAY AREA OF DAVENPORT-MOLINE, IA-IL
TOTAL INCREASE: 1.76%
EFFECTIVE JANUARY 2019

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	\$ 12.96	\$ 12.97	\$ 13.30
	O	15.95	16.49	17.01	17.54	18.08	18.38	18.90	19.44	19.46	19.95
2	B	11.95	12.24	12.63	12.97	13.12	13.50	13.89	14.27	14.66	15.04
	O	17.93	18.36	18.95	19.46	19.68	20.25	20.84	21.41	21.99	22.56
3	B	13.04	13.48	13.91	14.35	14.78	15.22	15.65	16.09	16.52	16.96
	O	19.56	20.22	20.87	21.53	22.17	22.83	23.48	24.14	24.78	25.44
4	B	14.64	15.13	15.62	16.11	16.59	17.08	17.57	18.06	18.55	19.03
	O	21.96	22.70	23.43	24.17	24.89	25.62	26.36	27.09	27.83	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	20.09	20.70	21.31	21.91	22.52	23.13	23.74
	O	27.39	28.31	29.22	30.14	31.05	31.97	32.87	33.78	34.70	35.61
7	B	20.29	20.97	21.65	22.32	23.00	23.68	24.35	25.03	25.70	26.38
	O	30.44	31.46	32.48	33.48	34.50	35.52	36.53	37.55	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	41.01	41.01	41.01
9	B	24.82	25.65	26.48	27.30	28.13	28.96	29.79	30.61	31.44	32.27
	O	37.23	38.48	39.72	40.95	41.01	41.01	41.01	41.01	41.01	41.01
10	B	27.34	28.25	29.16	30.07	30.98	31.89	32.80	33.71	34.62	35.53
	O	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01
11	B	30.03	31.03	32.03	33.04	34.04	35.04	36.04	37.04	38.04	39.04
	O	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01	41.01
12	B	36.00	37.20	38.40	39.60	40.80	42.00	43.20	44.40	45.60	46.80
	O	41.01	41.01	41.01	41.01	41.01	42.00	43.20	44.40	45.60	46.80
13	B	42.80	44.23	45.66	47.08	48.51	49.94	51.36	52.79	54.22	55.64
	O	42.80	44.23	45.66	47.08	48.51	49.94	51.36	52.79	54.22	55.64
14	B	50.58	52.27	53.95	55.64	57.33	59.01	60.70	62.39	64.07	65.76
	O	50.58	52.27	53.95	55.64	57.33	59.01	60.70	62.39	64.07	65.76
15	B	59.50	61.48	63.46	65.45	67.43	69.41	71.40	73.38	75.36	77.35
	O	59.50	61.48	63.46	65.45	67.43	69.41	71.40	73.38	75.36	77.35

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.61%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH
TOTAL INCREASE: 1.83%
EFFECTIVE JANUARY 2019

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	\$ 10.83	\$ 11.19	\$ 11.55	\$ 11.91	\$ 12.27	\$ 12.48	\$ 12.83	\$ 13.19	\$ 13.21	\$ 13.54
	O	16.25	16.79	17.33	17.87	18.41	18.72	19.25	19.79	19.82	20.31
2	B	12.17	12.46	12.86	13.21	13.35	13.75	14.14	14.53	14.92	15.32
	O	18.26	18.69	19.29	19.82	20.03	20.63	21.21	21.80	22.38	22.98
3	B	13.28	13.72	14.17	14.61	15.05	15.49	15.94	16.38	16.82	17.27
	O	19.92	20.58	21.26	21.92	22.58	23.24	23.91	24.57	25.23	25.91
4	B	14.91	15.41	15.90	16.40	16.90	17.39	17.89	18.39	18.88	19.38
	O	22.37	23.12	23.85	24.60	25.35	26.09	26.84	27.59	28.32	29.07
5	B	16.68	17.24	17.79	18.35	18.90	19.46	20.02	20.57	21.13	21.68
	O	25.02	25.86	26.69	27.53	28.35	29.19	30.03	30.86	31.70	32.52
6	B	18.59	19.21	19.83	20.45	21.07	21.69	22.31	22.93	23.55	24.17
	O	27.89	28.82	29.75	30.68	31.61	32.54	33.47	34.40	35.33	36.26
7	B	20.66	21.35	22.04	22.73	23.42	24.11	24.79	25.48	26.17	26.86
	O	30.99	32.03	33.06	34.10	35.13	36.17	37.19	38.22	39.26	40.29
8	B	22.88	23.65	24.41	25.17	25.93	26.70	27.46	28.22	28.98	29.75
	O	34.32	35.48	36.62	37.76	38.90	40.05	41.19	41.75	41.75	41.75
9	B	25.27	26.12	26.96	27.80	28.64	29.49	30.33	31.17	32.01	32.85
	O	37.91	39.18	40.44	41.70	41.75	41.75	41.75	41.75	41.75	41.75
10	B	27.83	28.76	29.69	30.62	31.54	32.47	33.40	34.33	35.25	36.18
	O	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75
11	B	30.58	31.60	32.62	33.64	34.66	35.68	36.70	37.72	38.74	39.76
	O	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75	41.75
12	B	36.65	37.87	39.10	40.32	41.54	42.76	43.98	45.20	46.43	47.65
	O	41.75	41.75	41.75	41.75	41.75	42.76	43.98	45.20	46.43	47.65
13	B	43.58	45.04	46.49	47.94	49.39	50.85	52.30	53.75	55.20	56.66
	O	43.58	45.04	46.49	47.94	49.39	50.85	52.30	53.75	55.20	56.66
14	B	51.50	53.22	54.94	56.65	58.37	60.09	61.80	63.52	65.24	66.95
	O	51.50	53.22	54.94	56.65	58.37	60.09	61.80	63.52	65.24	66.95
15	B	60.58	62.60	64.62	66.64	68.66	70.68	72.70	74.72	76.74	78.75
	O	60.58	62.60	64.62	66.64	68.66	70.68	72.70	74.72	76.74	78.75

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.30%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO
TOTAL INCREASE: 2.07%
EFFECTIVE JANUARY 2019

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	\$ 11.53	\$ 11.91	\$ 12.30	\$ 12.68	\$ 13.06	\$ 13.29	\$ 13.66	\$ 14.05	\$ 14.06	\$ 14.42
	O	17.30	17.87	18.45	19.02	19.59	19.94	20.49	21.08	21.09	21.63
2	B	12.96	13.27	13.70	14.06	14.22	14.64	15.06	15.47	15.89	16.31
	O	19.44	19.91	20.55	21.09	21.33	21.96	22.59	23.21	23.84	24.47
3	B	14.14	14.61	15.08	15.56	16.03	16.50	16.97	17.44	17.91	18.38
	O	21.21	21.92	22.62	23.34	24.05	24.75	25.46	26.16	26.87	27.57
4	B	15.88	16.40	16.93	17.46	17.99	18.52	19.05	19.58	20.11	20.64
	O	23.82	24.60	25.40	26.19	26.99	27.78	28.58	29.37	30.17	30.96
5	B	17.76	18.35	18.95	19.54	20.13	20.72	21.31	21.91	22.50	23.09
	O	26.64	27.53	28.43	29.31	30.20	31.08	31.97	32.87	33.75	34.64
6	B	19.80	20.46	21.12	21.78	22.44	23.10	23.76	24.42	25.08	25.74
	O	29.70	30.69	31.68	32.67	33.66	34.65	35.64	36.63	37.62	38.61
7	B	22.00	22.74	23.47	24.20	24.94	25.67	26.40	27.14	27.87	28.60
	O	33.00	34.11	35.21	36.30	37.41	38.51	39.60	40.71	41.81	42.90
8	B	24.37	25.18	25.99	26.80	27.61	28.43	29.24	30.05	30.86	31.68
	O	36.56	37.77	38.99	40.20	41.42	42.65	43.86	44.46	44.46	44.46
9	B	26.91	27.81	28.71	29.60	30.50	31.40	32.29	33.19	34.09	34.98
	O	40.37	41.72	43.07	44.40	44.46	44.46	44.46	44.46	44.46	44.46
10	B	29.64	30.62	31.61	32.60	33.59	34.58	35.56	36.55	37.54	38.53
	O	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46
11	B	32.56	33.65	34.73	35.82	36.90	37.99	39.08	40.16	41.25	42.33
	O	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46	44.46
12	B	39.03	40.33	41.63	42.93	44.23	45.53	46.83	48.14	49.44	50.74
	O	44.46	44.46	44.46	44.46	44.46	45.53	46.83	48.14	49.44	50.74
13	B	46.41	47.96	49.50	51.05	52.60	54.14	55.69	57.24	58.78	60.33
	O	46.41	47.96	49.50	51.05	52.60	54.14	55.69	57.24	58.78	60.33
14	B	54.84	56.67	58.50	60.33	62.15	63.98	65.81	67.64	69.47	71.30
	O	54.84	56.67	58.50	60.33	62.15	63.98	65.81	67.64	69.47	71.30
15	B	64.51	66.66	68.81	70.96	73.11	75.26	77.41	79.56	79.78	79.78
	O	64.51	66.66	68.81	70.96	73.11	75.26	77.41	79.56	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.81%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI
TOTAL INCREASE: 1.85%
EFFECTIVE JANUARY 2019

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	\$ 11.57	\$ 11.96	\$ 12.35	\$ 12.73	\$ 13.11	\$ 13.34	\$ 13.72	\$ 14.10	\$ 14.12	\$ 14.48
	O	17.36	17.94	18.53	19.10	19.67	20.01	20.58	21.15	21.18	21.72
2	B	13.01	13.32	13.75	14.12	14.28	14.70	15.12	15.54	15.96	16.38
	O	19.52	19.98	20.63	21.18	21.42	22.05	22.68	23.31	23.94	24.57
3	B	14.20	14.67	15.15	15.62	16.09	16.57	17.04	17.51	17.99	18.46
	O	21.30	22.01	22.73	23.43	24.14	24.86	25.56	26.27	26.99	27.69
4	B	15.94	16.47	17.00	17.53	18.06	18.60	19.13	19.66	20.19	20.72
	O	23.91	24.71	25.50	26.30	27.09	27.90	28.70	29.49	30.29	31.08
5	B	17.83	18.43	19.02	19.62	20.21	20.80	21.40	21.99	22.59	23.18
	O	26.75	27.65	28.53	29.43	30.32	31.20	32.10	32.99	33.89	34.77
6	B	19.88	20.54	21.20	21.87	22.53	23.19	23.86	24.52	25.18	25.85
	O	29.82	30.81	31.80	32.81	33.80	34.79	35.79	36.78	37.77	38.78
7	B	22.09	22.83	23.56	24.30	25.04	25.77	26.51	27.25	27.98	28.72
	O	33.14	34.25	35.34	36.45	37.56	38.66	39.77	40.88	41.97	43.08
8	B	24.46	25.28	26.10	26.91	27.73	28.54	29.36	30.17	30.99	31.80
	O	36.69	37.92	39.15	40.37	41.60	42.81	44.04	44.64	44.64	44.64
9	B	27.02	27.92	28.82	29.72	30.62	31.52	32.42	33.32	34.23	35.13
	O	40.53	41.88	43.23	44.58	44.64	44.64	44.64	44.64	44.64	44.64
10	B	29.76	30.75	31.74	32.73	33.72	34.71	35.71	36.70	37.69	38.68
	O	44.64	44.64	44.64	44.64	44.64	44.64	44.64	44.64	44.64	44.64
11	B	32.69	33.78	34.87	35.96	37.05	38.14	39.23	40.32	41.41	42.50
	O	44.64	44.64	44.64	44.64	44.64	44.64	44.64	44.64	44.64	44.64
12	B	39.19	40.49	41.80	43.10	44.41	45.72	47.02	48.33	49.64	50.94
	O	44.64	44.64	44.64	44.64	44.64	45.72	47.02	48.33	49.64	50.94
13	B	46.60	48.15	49.70	51.26	52.81	54.36	55.91	57.47	59.02	60.57
	O	46.60	48.15	49.70	51.26	52.81	54.36	55.91	57.47	59.02	60.57
14	B	55.06	56.90	58.73	60.57	62.41	64.24	66.08	67.91	69.75	71.58
	O	55.06	56.90	58.73	60.57	62.41	64.24	66.08	67.91	69.75	71.58
15	B	64.77	66.93	69.09	71.25	73.40	75.56	77.72	79.78	79.78	79.78
	O	64.77	66.93	69.09	71.25	73.40	75.56	77.72	79.78	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.65%
FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA
TOTAL INCREASE: 1.84%
EFFECTIVE JANUARY 2019

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	\$ 11.00	\$ 11.36	\$ 11.71	\$ 12.06	\$ 12.27	\$ 12.62	\$ 12.97	\$ 12.99	\$ 13.32
	O	15.98	16.50	17.04	17.57	18.09	18.41	18.93	19.46	19.49	19.98
2	B	11.97	12.26	12.65	12.99	13.13	13.52	13.91	14.29	14.68	15.06
	O	17.96	18.39	18.98	19.49	19.70	20.28	20.87	21.44	22.02	22.59
3	B	13.06	13.50	13.93	14.37	14.80	15.24	15.67	16.11	16.54	16.98
	O	19.59	20.25	20.90	21.56	22.20	22.86	23.51	24.17	24.81	25.47
4	B	14.66	15.15	15.64	16.13	16.62	17.10	17.59	18.08	18.57	19.06
	O	21.99	22.73	23.46	24.20	24.93	25.65	26.39	27.12	27.86	28.59
5	B	16.40	16.95	17.50	18.04	18.59	19.14	19.68	20.23	20.78	21.32
	O	24.60	25.43	26.25	27.06	27.89	28.71	29.52	30.35	31.17	31.98
6	B	18.29	18.90	19.51	20.12	20.73	21.33	21.94	22.55	23.16	23.77
	O	27.44	28.35	29.27	30.18	31.10	32.00	32.91	33.83	34.74	35.66
7	B	20.32	21.00	21.68	22.35	23.03	23.71	24.39	25.06	25.74	26.42
	O	30.48	31.50	32.52	33.53	34.55	35.57	36.59	37.59	38.61	39.63
8	B	22.50	23.25	24.00	24.75	25.51	26.25	27.00	27.76	28.51	29.26
	O	33.75	34.88	36.00	37.13	38.27	39.38	40.50	41.06	41.06	41.06
9	B	24.86	25.68	26.51	27.34	28.17	29.00	29.83	30.66	31.48	32.31
	O	37.29	38.52	39.77	41.01	41.06	41.06	41.06	41.06	41.06	41.06
10	B	27.37	28.29	29.20	30.11	31.02	31.93	32.85	33.76	34.67	35.58
	O	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06
11	B	30.07	31.08	32.08	33.08	34.08	35.09	36.09	37.09	38.10	39.10
	O	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06
12	B	36.05	37.25	38.45	39.65	40.85	42.05	43.26	44.46	45.66	46.86
	O	41.06	41.06	41.06	41.06	41.06	42.05	43.26	44.46	45.66	46.86
13	B	42.86	44.29	45.72	47.15	48.58	50.01	51.44	52.86	54.29	55.72
	O	42.86	44.29	45.72	47.15	48.58	50.01	51.44	52.86	54.29	55.72
14	B	50.65	52.34	54.03	55.72	57.41	59.09	60.78	62.47	64.16	65.85
	O	50.65	52.34	54.03	55.72	57.41	59.09	60.78	62.47	64.16	65.85
15	B	59.58	61.57	63.55	65.54	67.52	69.51	71.50	73.48	75.47	77.45
	O	59.58	61.57	63.55	65.54	67.52	69.51	71.50	73.48	75.47	77.45

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.87%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA
TOTAL INCREASE: 1.92%
EFFECTIVE JANUARY 2019

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	\$ 11.76	\$ 12.16	\$ 12.55	\$ 12.94	\$ 13.33	\$ 13.56	\$ 13.94	\$ 14.33	\$ 14.35	\$ 14.71
	O	17.64	18.24	18.83	19.41	20.00	20.34	20.91	21.50	21.53	22.07
2	B	13.22	13.54	13.98	14.35	14.51	14.94	15.36	15.79	16.22	16.64
	O	19.83	20.31	20.97	21.53	21.77	22.41	23.04	23.69	24.33	24.96
3	B	14.43	14.91	15.39	15.87	16.35	16.83	17.32	17.80	18.28	18.76
	O	21.65	22.37	23.09	23.81	24.53	25.25	25.98	26.70	27.42	28.14
4	B	16.20	16.74	17.28	17.82	18.36	18.90	19.44	19.98	20.52	21.06
	O	24.30	25.11	25.92	26.73	27.54	28.35	29.16	29.97	30.78	31.59
5	B	18.12	18.73	19.33	19.93	20.54	21.14	21.75	22.35	22.95	23.56
	O	27.18	28.10	29.00	29.90	30.81	31.71	32.63	33.53	34.43	35.34
6	B	20.20	20.88	21.55	22.22	22.90	23.57	24.24	24.92	25.59	26.26
	O	30.30	31.32	32.33	33.33	34.35	35.36	36.36	37.38	38.39	39.39
7	B	22.45	23.20	23.95	24.69	25.44	26.19	26.94	27.69	28.44	29.18
	O	33.68	34.80	35.93	37.04	38.16	39.29	40.41	41.54	42.66	43.77
8	B	24.86	25.69	26.52	27.35	28.18	29.01	29.83	30.66	31.49	32.32
	O	37.29	38.54	39.78	41.03	42.27	43.52	44.75	45.36	45.36	45.36
9	B	27.46	28.38	29.29	30.21	31.12	32.04	32.95	33.87	34.78	35.70
	O	41.19	42.57	43.94	45.32	45.36	45.36	45.36	45.36	45.36	45.36
10	B	30.24	31.25	32.26	33.26	34.27	35.28	36.29	37.29	38.30	39.31
	O	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36
11	B	33.22	34.33	35.44	36.55	37.66	38.76	39.87	40.98	42.09	43.19
	O	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36
12	B	39.82	41.15	42.48	43.80	45.13	46.46	47.79	49.11	50.44	51.77
	O	45.36	45.36	45.36	45.36	45.36	46.46	47.79	49.11	50.44	51.77
13	B	47.35	48.93	50.51	52.09	53.67	55.24	56.82	58.40	59.98	61.56
	O	47.35	48.93	50.51	52.09	53.67	55.24	56.82	58.40	59.98	61.56
14	B	55.96	57.82	59.69	61.55	63.42	65.28	67.15	69.02	70.88	72.75
	O	55.96	57.82	59.69	61.55	63.42	65.28	67.15	69.02	70.88	72.75
15	B	65.82	68.02	70.21	72.40	74.60	76.79	78.98	79.78	79.78	79.78
	O	65.82	68.02	70.21	72.40	74.60	76.79	78.98	79.78	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.54%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX
TOTAL INCREASE: 2.02%
EFFECTIVE JANUARY 2019

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	\$ 12.10	\$ 12.50	\$ 12.90	\$ 13.30	\$ 13.71	\$ 13.94	\$ 14.34	\$ 14.74	\$ 14.76	\$ 15.13
	O	18.15	18.75	19.35	19.95	20.57	20.91	21.51	22.11	22.14	22.70
2	B	13.60	13.93	14.38	14.76	14.92	15.36	15.80	16.24	16.68	17.12
	O	20.40	20.90	21.57	22.14	22.38	23.04	23.70	24.36	25.02	25.68
3	B	14.84	15.33	15.83	16.32	16.82	17.31	17.81	18.30	18.80	19.29
	O	22.26	23.00	23.75	24.48	25.23	25.97	26.72	27.45	28.20	28.94
4	B	16.66	17.22	17.77	18.32	18.88	19.44	19.99	20.55	21.10	21.66
	O	24.99	25.83	26.66	27.48	28.32	29.16	29.99	30.83	31.65	32.49
5	B	18.64	19.26	19.88	20.50	21.12	21.75	22.37	22.99	23.61	24.23
	O	27.96	28.89	29.82	30.75	31.68	32.63	33.56	34.49	35.42	36.35
6	B	20.78	21.47	22.16	22.86	23.55	24.24	24.93	25.63	26.32	27.01
	O	31.17	32.21	33.24	34.29	35.33	36.36	37.40	38.45	39.48	40.52
7	B	23.09	23.86	24.63	25.40	26.17	26.94	27.71	28.48	29.25	30.02
	O	34.64	35.79	36.95	38.10	39.26	40.41	41.57	42.72	43.88	45.03
8	B	25.57	26.42	27.27	28.13	28.98	29.83	30.68	31.54	32.39	33.24
	O	38.36	39.63	40.91	42.20	43.47	44.75	46.02	46.65	46.65	46.65
9	B	28.24	29.18	30.12	31.07	32.01	32.95	33.89	34.83	35.77	36.71
	O	42.36	43.77	45.18	46.61	46.65	46.65	46.65	46.65	46.65	46.65
10	B	31.10	32.14	33.17	34.21	35.25	36.28	37.32	38.36	39.39	40.43
	O	46.65	46.65	46.65	46.65	46.65	46.65	46.65	46.65	46.65	46.65
11	B	34.17	35.31	36.45	37.59	38.73	39.87	41.01	42.15	43.28	44.42
	O	46.65	46.65	46.65	46.65	46.65	46.65	46.65	46.65	46.65	46.65
12	B	40.96	42.32	43.69	45.05	46.42	47.78	49.15	50.51	51.88	53.24
	O	46.65	46.65	46.65	46.65	46.65	47.78	49.15	50.51	51.88	53.24
13	B	48.70	50.33	51.95	53.57	55.20	56.82	58.44	60.06	61.69	63.31
	O	48.70	50.33	51.95	53.57	55.20	56.82	58.44	60.06	61.69	63.31
14	B	57.55	59.47	61.39	63.31	65.23	67.14	69.06	70.98	72.90	74.82
	O	57.55	59.47	61.39	63.31	65.23	67.14	69.06	70.98	72.90	74.82
15	B	67.70	69.95	72.21	74.46	76.72	78.98	79.78	79.78	79.78	79.78
	O	67.70	69.95	72.21	74.46	76.72	78.98	79.78	79.78	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.18%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL
TOTAL INCREASE: 1.99%
EFFECTIVE JANUARY 2019

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	\$ 10.88	\$ 11.24	\$ 11.60	\$ 11.96	\$ 12.33	\$ 12.54	\$ 12.89	\$ 13.25	\$ 13.27	\$ 13.61
	O	16.32	16.86	17.40	17.94	18.50	18.81	19.34	19.88	19.91	20.42
2	B	12.23	12.52	12.93	13.27	13.42	13.81	14.21	14.60	15.00	15.39
	O	18.35	18.78	19.40	19.91	20.13	20.72	21.32	21.90	22.50	23.09
3	B	13.34	13.79	14.23	14.68	15.12	15.57	16.01	16.46	16.90	17.35
	O	20.01	20.69	21.35	22.02	22.68	23.36	24.02	24.69	25.35	26.03
4	B	14.98	15.48	15.98	16.48	16.98	17.48	17.98	18.47	18.97	19.47
	O	22.47	23.22	23.97	24.72	25.47	26.22	26.97	27.71	28.46	29.21
5	B	16.76	17.32	17.88	18.44	18.99	19.55	20.11	20.67	21.23	21.79
	O	25.14	25.98	26.82	27.66	28.49	29.33	30.17	31.01	31.85	32.69
6	B	18.68	19.31	19.93	20.55	21.17	21.80	22.42	23.04	23.67	24.29
	O	28.02	28.97	29.90	30.83	31.76	32.70	33.63	34.56	35.51	36.44
7	B	20.76	21.45	22.15	22.84	23.53	24.22	24.91	25.61	26.30	26.99
	O	31.14	32.18	33.23	34.26	35.30	36.33	37.37	38.42	39.45	40.49
8	B	22.99	23.76	24.53	25.29	26.06	26.82	27.59	28.36	29.12	29.89
	O	34.49	35.64	36.80	37.94	39.09	40.23	41.39	41.96	41.96	41.96
9	B	25.40	26.24	27.09	27.93	28.78	29.63	30.47	31.32	32.17	33.01
	O	38.10	39.36	40.64	41.90	41.96	41.96	41.96	41.96	41.96	41.96
10	B	27.97	28.90	29.83	30.76	31.69	32.63	33.56	34.49	35.42	36.35
	O	41.96	41.96	41.96	41.96	41.96	41.96	41.96	41.96	41.96	41.96
11	B	30.73	31.75	32.77	33.80	34.82	35.85	36.87	37.90	38.92	39.95
	O	41.96	41.96	41.96	41.96	41.96	41.96	41.96	41.96	41.96	41.96
12	B	36.83	38.06	39.28	40.51	41.74	42.97	44.19	45.42	46.65	47.88
	O	41.96	41.96	41.96	41.96	41.96	42.97	44.19	45.42	46.65	47.88
13	B	43.79	45.25	46.71	48.17	49.63	51.09	52.55	54.01	55.47	56.93
	O	43.79	45.25	46.71	48.17	49.63	51.09	52.55	54.01	55.47	56.93
14	B	51.75	53.48	55.20	56.93	58.65	60.38	62.10	63.83	65.55	67.28
	O	51.75	53.48	55.20	56.93	58.65	60.38	62.10	63.83	65.55	67.28
15	B	60.87	62.90	64.93	66.96	68.99	71.02	73.05	75.07	77.10	79.13
	O	60.87	62.90	64.93	66.96	68.99	71.02	73.05	75.07	77.10	79.13

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.57%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN
TOTAL INCREASE: 1.70%
EFFECTIVE JANUARY 2019

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	\$ 10.64	\$ 11.00	\$ 11.35	\$ 11.70	\$ 12.06	\$ 12.26	\$ 12.61	\$ 12.96	\$ 12.98	\$ 13.31
	O	15.96	16.50	17.03	17.55	18.09	18.39	18.92	19.44	19.47	19.97
2	B	11.96	12.25	12.64	12.98	13.12	13.51	13.90	14.28	14.67	15.05
	O	17.94	18.38	18.96	19.47	19.68	20.27	20.85	21.42	22.01	22.58
3	B	13.05	13.49	13.92	14.36	14.79	15.23	15.66	16.10	16.53	16.97
	O	19.58	20.24	20.88	21.54	22.19	22.85	23.49	24.15	24.80	25.46
4	B	14.65	15.14	15.63	16.12	16.61	17.09	17.58	18.07	18.56	19.05
	O	21.98	22.71	23.45	24.18	24.92	25.64	26.37	27.11	27.84	28.58
5	B	16.39	16.94	17.49	18.03	18.58	19.13	19.67	20.22	20.76	21.31
	O	24.59	25.41	26.24	27.05	27.87	28.70	29.51	30.33	31.14	31.97
6	B	18.27	18.88	19.49	20.10	20.71	21.32	21.93	22.54	23.15	23.76
	O	27.41	28.32	29.24	30.15	31.07	31.98	32.90	33.81	34.73	35.64
7	B	20.31	20.98	21.66	22.34	23.01	23.69	24.37	25.05	25.72	26.40
	O	30.47	31.47	32.49	33.51	34.52	35.54	36.56	37.58	38.58	39.60
8	B	22.49	23.24	23.99	24.74	25.49	26.24	26.99	27.74	28.49	29.24
	O	33.74	34.86	35.99	37.11	38.24	39.36	40.49	41.03	41.03	41.03
9	B	24.84	25.67	26.49	27.32	28.15	28.98	29.81	30.63	31.46	32.29
	O	37.26	38.51	39.74	40.98	41.03	41.03	41.03	41.03	41.03	41.03
10	B	27.35	28.27	29.18	30.09	31.00	31.91	32.82	33.74	34.65	35.56
	O	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03
11	B	30.05	31.06	32.06	33.06	34.06	35.06	36.07	37.07	38.07	39.07
	O	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03
12	B	36.02	37.22	38.42	39.62	40.82	42.03	43.23	44.43	45.63	46.83
	O	41.03	41.03	41.03	41.03	41.03	42.03	43.23	44.43	45.63	46.83
13	B	42.83	44.26	45.69	47.12	48.54	49.97	51.40	52.83	54.25	55.68
	O	42.83	44.26	45.69	47.12	48.54	49.97	51.40	52.83	54.25	55.68
14	B	50.62	52.30	53.99	55.68	57.37	59.05	60.74	62.43	64.12	65.80
	O	50.62	52.30	53.99	55.68	57.37	59.05	60.74	62.43	64.12	65.80
15	B	59.54	61.52	63.51	65.49	67.48	69.46	71.45	73.43	75.42	77.40
	O	59.54	61.52	63.51	65.49	67.48	69.46	71.45	73.43	75.42	77.40

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.60%
FOR THE LOCALITY PAY AREA OF KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS
TOTAL INCREASE: 1.84%
EFFECTIVE JANUARY 2019

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	\$ 10.64	\$ 11.00	\$ 11.35	\$ 11.70	\$ 12.06	\$ 12.26	\$ 12.61	\$ 12.97	\$ 12.98	\$ 13.31
	O	15.96	16.50	17.03	17.55	18.09	18.39	18.92	19.46	19.47	19.97
2	B	11.97	12.25	12.65	12.98	13.13	13.51	13.90	14.29	14.67	15.06
	O	17.96	18.38	18.98	19.47	19.70	20.27	20.85	21.44	22.01	22.59
3	B	13.06	13.49	13.93	14.36	14.80	15.23	15.67	16.10	16.54	16.97
	O	19.59	20.24	20.90	21.54	22.20	22.85	23.51	24.15	24.81	25.46
4	B	14.66	15.14	15.63	16.12	16.61	17.10	17.59	18.07	18.56	19.05
	O	21.99	22.71	23.45	24.18	24.92	25.65	26.39	27.11	27.84	28.58
5	B	16.40	16.94	17.49	18.04	18.58	19.13	19.68	20.22	20.77	21.32
	O	24.60	25.41	26.24	27.06	27.87	28.70	29.52	30.33	31.16	31.98
6	B	18.28	18.89	19.50	20.11	20.72	21.33	21.94	22.55	23.15	23.76
	O	27.42	28.34	29.25	30.17	31.08	32.00	32.91	33.83	34.73	35.64
7	B	20.31	20.99	21.67	22.34	23.02	23.70	24.37	25.05	25.73	26.41
	O	30.47	31.49	32.51	33.51	34.53	35.55	36.56	37.58	38.60	39.62
8	B	22.49	23.24	23.99	24.74	25.49	26.24	26.99	27.74	28.49	29.24
	O	33.74	34.86	35.99	37.11	38.24	39.36	40.49	41.04	41.04	41.04
9	B	24.85	25.67	26.50	27.33	28.16	28.99	29.81	30.64	31.47	32.30
	O	37.28	38.51	39.75	41.00	41.04	41.04	41.04	41.04	41.04	41.04
10	B	27.36	28.27	29.18	30.10	31.01	31.92	32.83	33.74	34.66	35.57
	O	41.04	41.04	41.04	41.04	41.04	41.04	41.04	41.04	41.04	41.04
11	B	30.06	31.06	32.07	33.07	34.07	35.07	36.07	37.08	38.08	39.08
	O	41.04	41.04	41.04	41.04	41.04	41.04	41.04	41.04	41.04	41.04
12	B	36.03	37.23	38.43	39.63	40.84	42.04	43.24	44.44	45.64	46.84
	O	41.04	41.04	41.04	41.04	41.04	42.04	43.24	44.44	45.64	46.84
13	B	42.84	44.27	45.70	47.13	48.56	49.99	51.41	52.84	54.27	55.70
	O	42.84	44.27	45.70	47.13	48.56	49.99	51.41	52.84	54.27	55.70
14	B	50.63	52.32	54.01	55.69	57.38	59.07	60.76	62.44	64.13	65.82
	O	50.63	52.32	54.01	55.69	57.38	59.07	60.76	62.44	64.13	65.82
15	B	59.55	61.54	63.52	65.51	67.49	69.48	71.46	73.45	75.43	77.42
	O	59.55	61.54	63.52	65.51	67.49	69.48	71.46	73.45	75.43	77.42

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-LR
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.22%
FOR THE LOCALITY PAY AREA OF LAREDO, TX
TOTAL INCREASE: 2.11%
EFFECTIVE JANUARY 2019

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	14.48	14.88	15.27
	O	18.20	18.63	19.23	19.74	19.97	20.55	21.14	21.72	22.32	22.91
3	B	13.24	13.68	14.12	14.56	15.00	15.44	15.88	16.33	16.77	17.21
	O	19.86	20.52	21.18	21.84	22.50	23.16	23.82	24.50	25.16	25.82
4	B	14.86	15.36	15.85	16.34	16.84	17.34	17.83	18.33	18.82	19.32
	O	22.29	23.04	23.78	24.51	25.26	26.01	26.75	27.50	28.23	28.98
5	B	16.63	17.18	17.73	18.29	18.84	19.40	19.95	20.50	21.06	21.61
	O	24.95	25.77	26.60	27.44	28.26	29.10	29.93	30.75	31.59	32.42
6	B	18.53	19.15	19.77	20.39	21.00	21.62	22.24	22.86	23.48	24.09
	O	27.80	28.73	29.66	30.59	31.50	32.43	33.36	34.29	35.22	36.14
7	B	20.59	21.28	21.97	22.65	23.34	24.03	24.71	25.40	26.09	26.77
	O	30.89	31.92	32.96	33.98	35.01	36.05	37.07	38.10	39.14	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	36.58	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	45.06	46.27	47.49
	O	41.61	41.61	41.61	41.61	41.61	42.62	43.84	45.06	46.27	47.49
13	B	43.44	44.89	46.34	47.78	49.23	50.68	52.13	53.57	55.02	56.47
	O	43.44	44.89	46.34	47.78	49.23	50.68	52.13	53.57	55.02	56.47
14	B	51.33	53.04	54.76	56.47	58.18	59.89	61.60	63.31	65.02	66.73
	O	51.33	53.04	54.76	56.47	58.18	59.89	61.60	63.31	65.02	66.73
15	B	60.38	62.39	64.41	66.42	68.43	70.44	72.46	74.47	76.48	78.50
	O	60.38	62.39	64.41	66.42	68.43	70.44	72.46	74.47	76.48	78.50

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-LV
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.04%
FOR THE LOCALITY PAY AREA OF LAS VEGAS-HENDERSON, NV-AZ
TOTAL INCREASE: 1.88%
EFFECTIVE JANUARY 2019

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	\$ 10.68	\$ 11.04	\$ 11.40	\$ 11.75	\$ 12.10	\$ 12.31	\$ 12.66	\$ 13.02	\$ 13.03	\$ 13.36
	O	16.02	16.56	17.10	17.63	18.15	18.47	18.99	19.53	19.55	20.04
2	B	12.01	12.30	12.69	13.03	13.18	13.56	13.95	14.34	14.73	15.11
	O	18.02	18.45	19.04	19.55	19.77	20.34	20.93	21.51	22.10	22.67
3	B	13.10	13.54	13.98	14.42	14.85	15.29	15.73	16.16	16.60	17.04
	O	19.65	20.31	20.97	21.63	22.28	22.94	23.60	24.24	24.90	25.56
4	B	14.71	15.20	15.69	16.18	16.67	17.16	17.65	18.14	18.63	19.12
	O	22.07	22.80	23.54	24.27	25.01	25.74	26.48	27.21	27.95	28.68
5	B	16.46	17.01	17.56	18.10	18.65	19.20	19.75	20.30	20.85	21.40
	O	24.69	25.52	26.34	27.15	27.98	28.80	29.63	30.45	31.28	32.10
6	B	18.35	18.96	19.57	20.18	20.79	21.41	22.02	22.63	23.24	23.85
	O	27.53	28.44	29.36	30.27	31.19	32.12	33.03	33.95	34.86	35.78
7	B	20.39	21.07	21.75	22.43	23.11	23.79	24.47	25.15	25.83	26.51
	O	30.59	31.61	32.63	33.65	34.67	35.69	36.71	37.73	38.75	39.77
8	B	22.58	23.33	24.08	24.84	25.59	26.34	27.10	27.85	28.60	29.35
	O	33.87	35.00	36.12	37.26	38.39	39.51	40.65	41.79	41.79	41.79
9	B	24.94	25.77	26.60	27.43	28.26	29.10	29.93	30.76	31.59	32.42
	O	37.41	38.66	39.90	41.15	41.19	41.19	41.19	41.19	41.19	41.19
10	B	27.46	28.38	29.29	30.21	31.13	32.04	32.96	33.87	34.79	35.70
	O	41.19	41.19	41.19	41.19	41.19	41.19	41.19	41.19	41.19	41.19
11	B	30.17	31.18	32.19	33.19	34.20	35.20	36.21	37.22	38.22	39.23
	O	41.19	41.19	41.19	41.19	41.19	41.19	41.19	41.19	41.19	41.19
12	B	36.17	37.37	38.58	39.78	40.99	42.20	43.40	44.61	45.81	47.02
	O	41.19	41.19	41.19	41.19	41.19	42.20	43.40	44.61	45.81	47.02
13	B	43.01	44.44	45.87	47.31	48.74	50.17	51.61	53.04	54.47	55.91
	O	43.01	44.44	45.87	47.31	48.74	50.17	51.61	53.04	54.47	55.91
14	B	50.82	52.52	54.21	55.90	57.60	59.29	60.99	62.68	64.37	66.07
	O	50.82	52.52	54.21	55.90	57.60	59.29	60.99	62.68	64.37	66.07
15	B	59.78	61.77	63.76	65.76	67.75	69.74	71.73	73.73	75.72	77.71
	O	59.78	61.77	63.76	65.76	67.75	69.74	71.73	73.73	75.72	77.71

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 31.47%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA
TOTAL INCREASE: 2.10%
EFFECTIVE JANUARY 2019

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	\$ 12.00	\$ 12.40	\$ 12.80	\$ 13.20	\$ 13.60	\$ 13.83	\$ 14.22	\$ 14.62	\$ 14.64	\$ 15.01
	O	18.00	18.60	19.20	19.80	20.40	20.75	21.33	21.93	21.96	22.52
2	B	13.49	13.81	14.26	14.64	14.80	15.24	15.67	16.11	16.54	16.98
	O	20.24	20.72	21.39	21.96	22.20	22.86	23.51	24.17	24.81	25.47
3	B	14.72	15.21	15.70	16.19	16.68	17.17	17.67	18.16	18.65	19.14
	O	22.08	22.82	23.55	24.29	25.02	25.76	26.51	27.24	27.98	28.71
4	B	16.53	17.08	17.63	18.18	18.73	19.28	19.83	20.38	20.93	21.48
	O	24.80	25.62	26.45	27.27	28.10	28.92	29.75	30.57	31.40	32.22
5	B	18.49	19.10	19.72	20.34	20.95	21.57	22.19	22.80	23.42	24.03
	O	27.74	28.65	29.58	30.51	31.43	32.36	33.29	34.20	35.13	36.05
6	B	20.61	21.30	21.98	22.67	23.36	24.05	24.73	25.42	26.11	26.79
	O	30.92	31.95	32.97	34.01	35.04	36.08	37.10	38.13	39.17	40.19
7	B	22.90	23.67	24.43	25.19	25.96	26.72	27.48	28.25	29.01	29.77
	O	34.35	35.51	36.65	37.79	38.94	40.08	41.22	42.38	43.52	44.66
8	B	25.36	26.21	27.05	27.90	28.75	29.59	30.44	31.28	32.13	32.97
	O	38.04	39.32	40.58	41.85	43.13	44.39	45.66	46.28	46.28	46.28
9	B	28.01	28.95	29.88	30.82	31.75	32.68	33.62	34.55	35.48	36.42
	O	42.02	43.43	44.82	46.23	46.28	46.28	46.28	46.28	46.28	46.28
10	B	30.85	31.88	32.91	33.93	34.96	35.99	37.02	38.05	39.08	40.10
	O	46.28	46.28	46.28	46.28	46.28	46.28	46.28	46.28	46.28	46.28
11	B	33.89	35.02	36.15	37.28	38.41	39.54	40.68	41.80	42.94	44.07
	O	46.28	46.28	46.28	46.28	46.28	46.28	46.28	46.28	46.28	46.28
12	B	40.63	41.98	43.33	44.69	46.04	47.40	48.75	50.11	51.46	52.81
	O	46.28	46.28	46.28	46.28	46.28	47.40	48.75	50.11	51.46	52.81
13	B	48.31	49.92	51.53	53.14	54.75	56.36	57.97	59.58	61.19	62.80
	O	48.31	49.92	51.53	53.14	54.75	56.36	57.97	59.58	61.19	62.80
14	B	57.09	58.99	60.89	62.80	64.70	66.60	68.51	70.41	72.31	74.21
	O	57.09	58.99	60.89	62.80	64.70	66.60	68.51	70.41	72.31	74.21
15	B	67.15	69.39	71.63	73.86	76.10	78.34	79.78	79.78	79.78	79.78
	O	67.15	69.39	71.63	73.86	76.10	78.34	79.78	79.78	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.12%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL
TOTAL INCREASE: 1.80%
EFFECTIVE JANUARY 2019

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	\$ 13.69	\$ 13.71	\$ 14.06
	O	16.86	17.42	17.99	18.54	19.10	19.43	19.98	20.54	20.57	21.09
2	B	12.63	12.94	13.35	13.71	13.86	14.27	14.68	15.08	15.49	15.90
	O	18.95	19.41	20.03	20.57	20.79	21.41	22.02	22.62	23.24	23.85
3	B	13.79	14.25	14.70	15.16	15.62	16.08	16.54	17.00	17.46	17.92
	O	20.69	21.38	22.05	22.74	23.43	24.12	24.81	25.50	26.19	26.88
4	B	15.48	15.99	16.51	17.02	17.54	18.05	18.57	19.09	19.60	20.12
	O	23.22	23.99	24.77	25.53	26.31	27.08	27.86	28.64	29.40	30.18
5	B	17.31	17.89	18.47	19.05	19.62	20.20	20.78	21.35	21.93	22.51
	O	25.97	26.84	27.71	28.58	29.43	30.30	31.17	32.03	32.90	33.77
6	B	19.30	19.94	20.59	21.23	21.87	22.52	23.16	23.81	24.45	25.09
	O	28.95	29.91	30.89	31.85	32.81	33.78	34.74	35.72	36.68	37.64
7	B	21.45	22.16	22.88	23.59	24.31	25.02	25.74	26.45	27.17	27.88
	O	32.18	33.24	34.32	35.39	36.47	37.53	38.61	39.68	40.76	41.82
8	B	23.75	24.54	25.34	26.13	26.92	27.71	28.50	29.29	30.09	30.88
	O	35.63	36.81	38.01	39.20	40.38	41.57	42.75	43.34	43.34	43.34
9	B	26.24	27.11	27.98	28.86	29.73	30.61	31.48	32.36	33.23	34.10
	O	39.36	40.67	41.97	43.29	43.34	43.34	43.34	43.34	43.34	43.34
10	B	28.89	29.85	30.82	31.78	32.74	33.70	34.67	35.63	36.59	37.56
	O	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34
11	B	31.74	32.80	33.86	34.92	35.98	37.03	38.09	39.15	40.21	41.27
	O	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34
12	B	38.05	39.31	40.58	41.85	43.12	44.39	45.66	46.92	48.19	49.46
	O	43.34	43.34	43.34	43.34	43.34	44.39	45.66	46.92	48.19	49.46
13	B	45.24	46.75	48.26	49.76	51.27	52.78	54.29	55.80	57.30	58.81
	O	45.24	46.75	48.26	49.76	51.27	52.78	54.29	55.80	57.30	58.81
14	B	53.46	55.24	57.02	58.81	60.59	62.37	64.15	65.94	67.72	69.50
	O	53.46	55.24	57.02	58.81	60.59	62.37	64.15	65.94	67.72	69.50
15	B	62.88	64.98	67.08	69.17	71.27	73.36	75.46	77.56	79.65	79.78
	O	62.88	64.98	67.08	69.17	71.27	73.36	75.46	77.56	79.65	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.58%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI
TOTAL INCREASE: 1.77%
EFFECTIVE JANUARY 2019

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	\$ 11.01	\$ 11.37	\$ 11.74	\$ 12.10	\$ 12.47	\$ 12.68	\$ 13.05	\$ 13.41	\$ 13.43	\$ 13.77
	O	16.52	17.06	17.61	18.15	18.71	19.02	19.58	20.12	20.15	20.66
2	B	12.37	12.67	13.08	13.43	13.58	13.98	14.37	14.77	15.17	15.57
	O	18.56	19.01	19.62	20.15	20.37	20.97	21.56	22.16	22.76	23.36
3	B	13.50	13.95	14.40	14.85	15.30	15.75	16.20	16.65	17.10	17.55
	O	20.25	20.93	21.60	22.28	22.95	23.63	24.30	24.98	25.65	26.33
4	B	15.16	15.66	16.17	16.67	17.18	17.68	18.19	18.69	19.20	19.70
	O	22.74	23.49	24.26	25.01	25.77	26.52	27.29	28.04	28.80	29.55
5	B	16.96	17.52	18.09	18.65	19.22	19.78	20.35	20.91	21.48	22.04
	O	25.44	26.28	27.14	27.98	28.83	29.67	30.53	31.37	32.22	33.06
6	B	18.90	19.53	20.16	20.79	21.42	22.05	22.68	23.31	23.94	24.58
	O	28.35	29.30	30.24	31.19	32.13	33.08	34.02	34.97	35.91	36.87
7	B	21.01	21.71	22.41	23.11	23.81	24.51	25.21	25.91	26.61	27.31
	O	31.52	32.57	33.62	34.67	35.72	36.77	37.82	38.87	39.92	40.97
8	B	23.26	24.04	24.81	25.59	26.36	27.14	27.91	28.69	29.47	30.24
	O	34.89	36.06	37.22	38.39	39.54	40.71	41.87	42.45	42.45	42.45
9	B	25.69	26.55	27.41	28.26	29.12	29.98	30.83	31.69	32.54	33.40
	O	38.54	39.83	41.12	42.39	42.45	42.45	42.45	42.45	42.45	42.45
10	B	28.30	29.24	30.18	31.12	32.07	33.01	33.95	34.90	35.84	36.78
	O	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45
11	B	31.09	32.12	33.16	34.20	35.23	36.27	37.31	38.34	39.38	40.42
	O	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45	42.45
12	B	37.26	38.50	39.74	40.99	42.23	43.47	44.71	45.96	47.20	48.44
	O	42.45	42.45	42.45	42.45	42.45	43.47	44.71	45.96	47.20	48.44
13	B	44.31	45.78	47.26	48.74	50.21	51.69	53.17	54.64	56.12	57.60
	O	44.31	45.78	47.26	48.74	50.21	51.69	53.17	54.64	56.12	57.60
14	B	52.36	54.10	55.85	57.59	59.34	61.08	62.83	64.58	66.32	68.07
	O	52.36	54.10	55.85	57.59	59.34	61.08	62.83	64.58	66.32	68.07
15	B	61.59	63.64	65.69	67.75	69.80	71.85	73.90	75.96	78.01	79.78
	O	61.59	63.64	65.69	67.75	69.80	71.85	73.90	75.96	78.01	79.78

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

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	\$ 11.32	\$ 11.70	\$ 12.07	\$ 12.45	\$ 12.82	\$ 13.04	\$ 13.42	\$ 13.79	\$ 13.81	\$ 14.16
	O	16.98	17.55	18.11	18.68	19.23	19.56	20.13	20.69	20.72	21.24
2	B	12.72	13.03	13.45	13.81	13.96	14.37	14.78	15.19	15.60	16.01
	O	19.08	19.55	20.18	20.72	20.94	21.56	22.17	22.79	23.40	24.02
3	B	13.88	14.35	14.81	15.27	15.74	16.20	16.66	17.12	17.59	18.05
	O	20.82	21.53	22.22	22.91	23.61	24.30	24.99	25.68	26.39	27.08
4	B	15.59	16.11	16.62	17.14	17.66	18.18	18.70	19.22	19.74	20.26
	O	23.39	24.17	24.93	25.71	26.49	27.27	28.05	28.83	29.61	30.39
5	B	17.44	18.02	18.60	19.18	19.76	20.34	20.92	21.51	22.09	22.67
	O	26.16	27.03	27.90	28.77	29.64	30.51	31.38	32.27	33.14	34.01
6	B	19.44	20.09	20.74	21.38	22.03	22.68	23.33	23.98	24.62	25.27
	O	29.16	30.14	31.11	32.07	33.05	34.02	35.00	35.97	36.93	37.91
7	B	21.60	22.32	23.04	23.76	24.48	25.20	25.92	26.64	27.36	28.08
	O	32.40	33.48	34.56	35.64	36.72	37.80	38.88	39.96	41.04	42.12
8	B	23.92	24.72	25.52	26.31	27.11	27.91	28.71	29.50	30.30	31.10
	O	35.88	37.08	38.28	39.47	40.67	41.87	43.07	43.65	43.65	43.65
9	B	26.42	27.30	28.18	29.06	29.94	30.83	31.71	32.59	33.47	34.35
	O	39.63	40.95	42.27	43.59	43.65	43.65	43.65	43.65	43.65	43.65
10	B	29.10	30.07	31.04	32.01	32.98	33.95	34.92	35.89	36.85	37.82
	O	43.65	43.65	43.65	43.65	43.65	43.65	43.65	43.65	43.65	43.65
11	B	31.97	33.03	34.10	35.17	36.23	37.30	38.36	39.43	40.50	41.56
	O	43.65	43.65	43.65	43.65	43.65	43.65	43.65	43.65	43.65	43.65
12	B	38.32	39.59	40.87	42.15	43.43	44.70	45.98	47.26	48.54	49.81
	O	43.65	43.65	43.65	43.65	43.65	44.70	45.98	47.26	48.54	49.81
13	B	45.56	47.08	48.60	50.12	51.64	53.16	54.68	56.19	57.71	59.23
	O	45.56	47.08	48.60	50.12	51.64	53.16	54.68	56.19	57.71	59.23
14	B	53.84	55.64	57.43	59.23	61.02	62.82	64.61	66.41	68.20	70.00
	O	53.84	55.64	57.43	59.23	61.02	62.82	64.61	66.41	68.20	70.00
15	B	63.33	65.45	67.56	69.67	71.78	73.89	76.00	78.11	79.78	79.78
	O	63.33	65.45	67.56	69.67	71.78	73.89	76.00	78.11	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.06%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA
TOTAL INCREASE: 2.11%
EFFECTIVE JANUARY 2019

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	\$ 12.14	\$ 12.55	\$ 12.96	\$ 13.36	\$ 13.76	\$ 14.00	\$ 14.40	\$ 14.80	\$ 14.81	\$ 15.19
	O	18.21	18.83	19.44	20.04	20.64	21.00	21.60	22.20	22.22	22.79
2	B	13.65	13.98	14.43	14.81	14.98	15.42	15.86	16.30	16.74	17.18
	O	20.48	20.97	21.65	22.22	22.47	23.13	23.79	24.45	25.11	25.77
3	B	14.90	15.40	15.89	16.39	16.89	17.38	17.88	18.38	18.87	19.37
	O	22.35	23.10	23.84	24.59	25.34	26.07	26.82	27.57	28.31	29.06
4	B	16.73	17.28	17.84	18.40	18.95	19.51	20.07	20.63	21.18	21.74
	O	25.10	25.92	26.76	27.60	28.43	29.27	30.11	30.95	31.77	32.61
5	B	18.71	19.34	19.96	20.58	21.21	21.83	22.45	23.08	23.70	24.32
	O	28.07	29.01	29.94	30.87	31.82	32.75	33.68	34.62	35.55	36.48
6	B	20.86	21.55	22.25	22.95	23.64	24.34	25.03	25.73	26.42	27.12
	O	31.29	32.33	33.38	34.43	35.46	36.51	37.55	38.60	39.63	40.68
7	B	23.18	23.95	24.72	25.50	26.27	27.04	27.82	28.59	29.36	30.13
	O	34.77	35.93	37.08	38.25	39.41	40.56	41.73	42.89	44.04	45.20
8	B	25.67	26.53	27.38	28.24	29.09	29.95	30.80	31.66	32.52	33.37
	O	38.51	39.80	41.07	42.36	43.64	44.93	46.20	46.83	46.83	46.83
9	B	28.35	29.30	30.24	31.19	32.13	33.08	34.02	34.97	35.91	36.86
	O	42.53	43.95	45.36	46.79	46.83	46.83	46.83	46.83	46.83	46.83
10	B	31.22	32.26	33.30	34.34	35.39	36.43	37.47	38.51	39.55	40.59
	O	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83
11	B	34.30	35.45	36.59	37.74	38.88	40.02	41.17	42.31	43.45	44.60
	O	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83
12	B	41.12	42.49	43.86	45.23	46.60	47.97	49.34	50.71	52.08	53.45
	O	46.83	46.83	46.83	46.83	46.83	47.97	49.34	50.71	52.08	53.45
13	B	48.89	50.52	52.15	53.78	55.41	57.04	58.67	60.30	61.93	63.56
	O	48.89	50.52	52.15	53.78	55.41	57.04	58.67	60.30	61.93	63.56
14	B	57.78	59.70	61.63	63.56	65.48	67.41	69.33	71.26	73.19	75.11
	O	57.78	59.70	61.63	63.56	65.48	67.41	69.33	71.26	73.19	75.11
15	B	67.96	70.23	72.49	74.76	77.02	79.29	79.78	79.78	79.78	79.78
	O	67.96	70.23	72.49	74.76	77.02	79.29	79.78	79.78	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.87%
FOR THE LOCALITY PAY AREA OF OMAHA-COUNCIL BLUFFS-FREMONT, NE-IA
TOTAL INCREASE: 1.84%
EFFECTIVE JANUARY 2019

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	\$ 10.58	\$ 10.93	\$ 11.28	\$ 11.63	\$ 11.98	\$ 12.19	\$ 12.54	\$ 12.89	\$ 12.90	\$ 13.23
	O	15.87	16.40	16.92	17.45	17.97	18.29	18.81	19.34	19.35	19.85
2	B	11.89	12.17	12.57	12.90	13.05	13.43	13.81	14.20	14.58	14.96
	O	17.84	18.26	18.86	19.35	19.58	20.15	20.72	21.30	21.87	22.44
3	B	12.97	13.41	13.84	14.27	14.70	15.14	15.57	16.00	16.43	16.87
	O	19.46	20.12	20.76	21.41	22.05	22.71	23.36	24.00	24.65	25.31
4	B	14.56	15.05	15.54	16.02	16.51	16.99	17.48	17.96	18.45	18.93
	O	21.84	22.58	23.31	24.03	24.77	25.49	26.22	26.94	27.68	28.40
5	B	16.30	16.84	17.38	17.92	18.47	19.01	19.55	20.10	20.64	21.18
	O	24.45	25.26	26.07	26.88	27.71	28.52	29.33	30.15	30.96	31.77
6	B	18.16	18.77	19.38	19.98	20.59	21.19	21.80	22.40	23.01	23.62
	O	27.24	28.16	29.07	29.97	30.89	31.79	32.70	33.60	34.52	35.43
7	B	20.18	20.86	21.53	22.20	22.88	23.55	24.22	24.90	25.57	26.24
	O	30.27	31.29	32.30	33.30	34.32	35.33	36.33	37.35	38.36	39.36
8	B	22.35	23.10	23.84	24.59	25.33	26.08	26.82	27.57	28.31	29.06
	O	33.53	34.65	35.76	36.89	38.00	39.12	40.23	40.79	40.79	40.79
9	B	24.69	25.51	26.34	27.16	27.98	28.80	29.63	30.45	31.27	32.10
	O	37.04	38.27	39.51	40.74	40.79	40.79	40.79	40.79	40.79	40.79
10	B	27.19	28.10	29.00	29.91	30.81	31.72	32.63	33.53	34.44	35.34
	O	40.79	40.79	40.79	40.79	40.79	40.79	40.79	40.79	40.79	40.79
11	B	29.87	30.87	31.86	32.86	33.86	34.85	35.85	36.84	37.84	38.84
	O	40.79	40.79	40.79	40.79	40.79	40.79	40.79	40.79	40.79	40.79
12	B	35.80	37.00	38.19	39.39	40.58	41.77	42.97	44.16	45.35	46.55
	O	40.79	40.79	40.79	40.79	40.79	41.77	42.97	44.16	45.35	46.55
13	B	42.58	44.00	45.41	46.83	48.25	49.67	51.09	52.51	53.93	55.35
	O	42.58	44.00	45.41	46.83	48.25	49.67	51.09	52.51	53.93	55.35
14	B	50.31	51.99	53.67	55.34	57.02	58.70	60.38	62.05	63.73	65.41
	O	50.31	51.99	53.67	55.34	57.02	58.70	60.38	62.05	63.73	65.41
15	B	59.18	61.15	63.13	65.10	67.07	69.04	71.02	72.99	74.96	76.93
	O	59.18	61.15	63.13	65.10	67.07	69.04	71.02	72.99	74.96	76.93

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.33%
FOR THE LOCALITY PAY AREA OF PALM BAY-MELBOURNE-TITUSVILLE, FL
TOTAL INCREASE: 1.75%
EFFECTIVE JANUARY 2019

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	\$ 10.62	\$ 10.97	\$ 11.33	\$ 11.68	\$ 12.03	\$ 12.24	\$ 12.59	\$ 12.94	\$ 12.95	\$ 13.28
	O	15.93	16.46	17.00	17.52	18.05	18.36	18.89	19.41	19.43	19.92
2	B	11.94	12.22	12.62	12.95	13.10	13.48	13.87	14.25	14.64	15.02
	O	17.91	18.33	18.93	19.43	19.65	20.22	20.81	21.38	21.96	22.53
3	B	13.03	13.46	13.89	14.33	14.76	15.20	15.63	16.06	16.50	16.93
	O	19.55	20.19	20.84	21.50	22.14	22.80	23.45	24.09	24.75	25.40
4	B	14.62	15.11	15.60	16.08	16.57	17.06	17.55	18.03	18.52	19.01
	O	21.93	22.67	23.40	24.12	24.86	25.59	26.33	27.05	27.78	28.52
5	B	16.36	16.91	17.45	18.00	18.54	19.09	19.63	20.18	20.72	21.27
	O	24.54	25.37	26.18	27.00	27.81	28.64	29.45	30.27	31.08	31.91
6	B	18.24	18.84	19.45	20.06	20.67	21.28	21.88	22.49	23.10	23.71
	O	27.36	28.26	29.18	30.09	31.01	31.92	32.82	33.74	34.65	35.57
7	B	20.26	20.94	21.62	22.29	22.97	23.64	24.32	24.99	25.67	26.34
	O	30.39	31.41	32.43	33.44	34.46	35.46	36.48	37.49	38.51	39.51
8	B	22.44	23.19	23.94	24.69	25.44	26.18	26.93	27.68	28.43	29.17
	O	33.66	34.79	35.91	37.04	38.16	39.27	40.40	40.95	40.95	40.95
9	B	24.79	25.61	26.44	27.27	28.09	28.92	29.74	30.57	31.40	32.22
	O	37.19	38.42	39.66	40.91	40.95	40.95	40.95	40.95	40.95	40.95
10	B	27.30	28.21	29.12	30.03	30.94	31.85	32.76	33.67	34.57	35.48
	O	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95
11	B	29.99	30.99	31.99	32.99	33.99	34.99	35.99	36.99	37.99	38.99
	O	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95	40.95
12	B	35.95	37.15	38.34	39.54	40.74	41.94	43.14	44.34	45.53	46.73
	O	40.95	40.95	40.95	40.95	40.95	41.94	43.14	44.34	45.53	46.73
13	B	42.75	44.17	45.60	47.02	48.44	49.87	51.29	52.72	54.14	55.57
	O	42.75	44.17	45.60	47.02	48.44	49.87	51.29	52.72	54.14	55.57
14	B	50.51	52.20	53.88	55.56	57.25	58.93	60.62	62.30	63.98	65.67
	O	50.51	52.20	53.88	55.56	57.25	58.93	60.62	62.30	63.98	65.67
15	B	59.42	61.40	63.38	65.36	67.34	69.32	71.30	73.28	75.26	77.24
	O	59.42	61.40	63.38	65.36	67.34	69.32	71.30	73.28	75.26	77.24

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.30%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
TOTAL INCREASE: 1.98%
EFFECTIVE JANUARY 2019

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	\$ 11.44	\$ 11.82	\$ 12.20	\$ 12.58	\$ 12.96	\$ 13.18	\$ 13.56	\$ 13.94	\$ 13.95	\$ 14.31
	O	17.16	17.73	18.30	18.87	19.44	19.77	20.34	20.91	20.93	21.47
2	B	12.86	13.16	13.59	13.95	14.11	14.52	14.94	15.35	15.77	16.18
	O	19.29	19.74	20.39	20.93	21.17	21.78	22.41	23.03	23.66	24.27
3	B	14.03	14.50	14.97	15.43	15.90	16.37	16.84	17.30	17.77	18.24
	O	21.05	21.75	22.46	23.15	23.85	24.56	25.26	25.95	26.66	27.36
4	B	15.75	16.27	16.80	17.32	17.85	18.37	18.90	19.42	19.95	20.47
	O	23.63	24.41	25.20	25.98	26.78	27.56	28.35	29.13	29.93	30.71
5	B	17.62	18.21	18.80	19.38	19.97	20.56	21.14	21.73	22.32	22.91
	O	26.43	27.32	28.20	29.07	29.96	30.84	31.71	32.60	33.48	34.37
6	B	19.64	20.30	20.95	21.61	22.26	22.92	23.57	24.23	24.88	25.54
	O	29.46	30.45	31.43	32.42	33.39	34.38	35.36	36.35	37.32	38.31
7	B	21.83	22.56	23.28	24.01	24.74	25.47	26.19	26.92	27.65	28.38
	O	32.75	33.84	34.92	36.02	37.11	38.21	39.29	40.38	41.48	42.57
8	B	24.17	24.98	25.78	26.59	27.40	28.20	29.01	29.81	30.62	31.42
	O	36.26	37.47	38.67	39.89	41.10	42.30	43.52	44.10	44.10	44.10
9	B	26.70	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71
	O	40.05	41.39	42.72	44.06	44.10	44.10	44.10	44.10	44.10	44.10
10	B	29.40	30.38	31.36	32.34	33.32	34.30	35.28	36.26	37.24	38.22
	O	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10
11	B	32.30	33.38	34.46	35.53	36.61	37.69	38.77	39.84	40.92	42.00
	O	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10
12	B	38.72	40.01	41.30	42.59	43.88	45.17	46.46	47.75	49.05	50.34
	O	44.10	44.10	44.10	44.10	44.10	45.17	46.46	47.75	49.05	50.34
13	B	46.04	47.58	49.11	50.65	52.18	53.71	55.25	56.78	58.32	59.85
	O	46.04	47.58	49.11	50.65	52.18	53.71	55.25	56.78	58.32	59.85
14	B	54.41	56.22	58.03	59.85	61.66	63.48	65.29	67.10	68.92	70.73
	O	54.41	56.22	58.03	59.85	61.66	63.48	65.29	67.10	68.92	70.73
15	B	64.00	66.13	68.26	70.40	72.53	74.66	76.80	78.93	79.78	79.78
	O	64.00	66.13	68.26	70.40	72.53	74.66	76.80	78.93	79.78	79.78

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

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	\$ 10.92	\$ 11.28	\$ 11.64	\$ 12.01	\$ 12.37	\$ 12.58	\$ 12.94	\$ 13.30	\$ 13.32	\$ 13.65
	O	16.38	16.92	17.46	18.02	18.56	18.87	19.41	19.95	19.98	20.48
2	B	12.27	12.57	12.97	13.32	13.47	13.86	14.26	14.65	15.05	15.45
	O	18.41	18.86	19.46	19.98	20.21	20.79	21.39	21.98	22.58	23.18
3	B	13.39	13.84	14.28	14.73	15.18	15.62	16.07	16.52	16.96	17.41
	O	20.09	20.76	21.42	22.10	22.77	23.43	24.11	24.78	25.44	26.12
4	B	15.03	15.53	16.03	16.54	17.04	17.54	18.04	18.54	19.04	19.54
	O	22.55	23.30	24.05	24.81	25.56	26.31	27.06	27.81	28.56	29.31
5	B	16.82	17.38	17.94	18.50	19.06	19.62	20.18	20.74	21.30	21.86
	O	25.23	26.07	26.91	27.75	28.59	29.43	30.27	31.11	31.95	32.79
6	B	18.75	19.37	20.00	20.62	21.25	21.87	22.50	23.13	23.75	24.38
	O	28.13	29.06	30.00	30.93	31.88	32.81	33.75	34.70	35.63	36.57
7	B	20.83	21.53	22.22	22.92	23.61	24.31	25.00	25.70	26.39	27.09
	O	31.25	32.30	33.33	34.38	35.42	36.47	37.50	38.55	39.59	40.64
8	B	23.07	23.84	24.61	25.38	26.15	26.92	27.69	28.46	29.23	30.00
	O	34.61	35.76	36.92	38.07	39.23	40.38	41.54	42.11	42.11	42.11
9	B	25.48	26.33	27.18	28.03	28.88	29.73	30.58	31.43	32.28	33.13
	O	38.22	39.50	40.77	42.05	42.11	42.11	42.11	42.11	42.11	42.11
10	B	28.07	29.00	29.94	30.87	31.81	32.74	33.68	34.61	35.55	36.48
	O	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11
11	B	30.83	31.86	32.89	33.92	34.95	35.97	37.00	38.03	39.06	40.09
	O	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11	42.11
12	B	36.96	38.19	39.42	40.65	41.89	43.12	44.35	45.58	46.81	48.05
	O	42.11	42.11	42.11	42.11	42.11	43.12	44.35	45.58	46.81	48.05
13	B	43.95	45.41	46.88	48.34	49.81	51.27	52.74	54.20	55.67	57.13
	O	43.95	45.41	46.88	48.34	49.81	51.27	52.74	54.20	55.67	57.13
14	B	51.93	53.66	55.39	57.13	58.86	60.59	62.32	64.05	65.78	67.51
	O	51.93	53.66	55.39	57.13	58.86	60.59	62.32	64.05	65.78	67.51
15	B	61.09	63.12	65.16	67.20	69.23	71.27	73.30	75.34	77.38	79.41
	O	61.09	63.12	65.16	67.20	69.23	71.27	73.30	75.34	77.38	79.41

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.86%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV
TOTAL INCREASE: 1.84%
EFFECTIVE JANUARY 2019

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	\$ 10.85	\$ 11.21	\$ 11.57	\$ 11.93	\$ 12.29	\$ 12.50	\$ 12.86	\$ 13.22	\$ 13.23	\$ 13.57
	O	16.28	16.82	17.36	17.90	18.44	18.75	19.29	19.83	19.85	20.36
2	B	12.20	12.49	12.89	13.23	13.38	13.78	14.17	14.56	14.96	15.35
	O	18.30	18.74	19.34	19.85	20.07	20.67	21.26	21.84	22.44	23.03
3	B	13.31	13.75	14.20	14.64	15.08	15.53	15.97	16.41	16.86	17.30
	O	19.97	20.63	21.30	21.96	22.62	23.30	23.96	24.62	25.29	25.95
4	B	14.94	15.44	15.94	16.43	16.93	17.43	17.93	18.42	18.92	19.42
	O	22.41	23.16	23.91	24.65	25.40	26.15	26.90	27.63	28.38	29.13
5	B	16.72	17.27	17.83	18.39	18.94	19.50	20.06	20.61	21.17	21.73
	O	25.08	25.91	26.75	27.59	28.41	29.25	30.09	30.92	31.76	32.60
6	B	18.63	19.25	19.88	20.50	21.12	21.74	22.36	22.98	23.60	24.22
	O	27.95	28.88	29.82	30.75	31.68	32.61	33.54	34.47	35.40	36.33
7	B	20.71	21.40	22.09	22.78	23.47	24.16	24.85	25.54	26.23	26.92
	O	31.07	32.10	33.14	34.17	35.21	36.24	37.28	38.31	39.35	40.38
8	B	22.93	23.70	24.46	25.22	25.99	26.75	27.52	28.28	29.05	29.81
	O	34.40	35.55	36.69	37.83	38.99	40.13	41.28	41.84	41.84	41.84
9	B	25.33	26.17	27.02	27.86	28.70	29.55	30.39	31.24	32.08	32.92
	O	38.00	39.26	40.53	41.79	41.84	41.84	41.84	41.84	41.84	41.84
10	B	27.89	28.82	29.75	30.68	31.61	32.54	33.47	34.40	35.33	36.26
	O	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84
11	B	30.64	31.67	32.69	33.71	34.73	35.75	36.77	37.80	38.82	39.84
	O	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84	41.84
12	B	36.73	37.95	39.18	40.40	41.63	42.85	44.08	45.30	46.52	47.75
	O	41.84	41.84	41.84	41.84	41.84	42.85	44.08	45.30	46.52	47.75
13	B	43.68	45.13	46.59	48.04	49.50	50.95	52.41	53.87	55.32	56.78
	O	43.68	45.13	46.59	48.04	49.50	50.95	52.41	53.87	55.32	56.78
14	B	51.61	53.33	55.05	56.77	58.49	60.21	61.93	63.65	65.38	67.10
	O	51.61	53.33	55.05	56.77	58.49	60.21	61.93	63.65	65.38	67.10
15	B	60.71	62.73	64.76	66.78	68.80	70.83	72.85	74.87	76.90	78.92
	O	60.71	62.73	64.76	66.78	68.80	70.83	72.85	74.87	76.90	78.92

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.13%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
TOTAL INCREASE: 1.90%
EFFECTIVE JANUARY 2019

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	\$ 13.69	\$ 13.71	\$ 14.06
	O	16.86	17.42	17.99	18.54	19.10	19.43	19.98	20.54	20.57	21.09
2	B	12.64	12.94	13.36	13.71	13.86	14.27	14.68	15.09	15.49	15.90
	O	18.96	19.41	20.04	20.57	20.79	21.41	22.02	22.64	23.24	23.85
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	19.62	20.20	20.78	21.36	21.93	22.51
	O	25.98	26.84	27.71	28.58	29.43	30.30	31.17	32.04	32.90	33.77
6	B	19.30	19.95	20.59	21.23	21.88	22.52	23.16	23.81	24.45	25.09
	O	28.95	29.93	30.89	31.85	32.82	33.78	34.74	35.72	36.68	37.64
7	B	21.45	22.16	22.88	23.59	24.31	25.02	25.74	26.45	27.17	27.89
	O	32.18	33.24	34.32	35.39	36.47	37.53	38.61	39.68	40.76	41.84
8	B	23.75	24.55	25.34	26.13	26.92	27.71	28.51	29.30	30.09	30.88
	O	35.63	36.83	38.01	39.20	40.38	41.57	42.77	43.34	43.34	43.34
9	B	26.24	27.11	27.99	28.86	29.73	30.61	31.48	32.36	33.23	34.11
	O	39.36	40.67	41.99	43.29	43.34	43.34	43.34	43.34	43.34	43.34
10	B	28.89	29.86	30.82	31.78	32.74	33.71	34.67	35.63	36.60	37.56
	O	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34
11	B	31.74	32.80	33.86	34.92	35.98	37.04	38.09	39.15	40.21	41.27
	O	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34	43.34
12	B	38.05	39.32	40.59	41.85	43.12	44.39	45.66	46.93	48.20	49.46
	O	43.34	43.34	43.34	43.34	43.34	44.39	45.66	46.93	48.20	49.46
13	B	45.24	46.75	48.26	49.77	51.28	52.78	54.29	55.80	57.31	58.82
	O	45.24	46.75	48.26	49.77	51.28	52.78	54.29	55.80	57.31	58.82
14	B	53.47	55.25	57.03	58.81	60.59	62.38	64.16	65.94	67.72	69.51
	O	53.47	55.25	57.03	58.81	60.59	62.38	64.16	65.94	67.72	69.51
15	B	62.89	64.99	67.08	69.18	71.27	73.37	75.47	77.56	79.66	79.78
	O	62.89	64.99	67.08	69.18	71.27	73.37	75.47	77.56	79.66	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.99%
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC
TOTAL INCREASE: 1.80%
EFFECTIVE JANUARY 2019

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	\$ 10.95	\$ 11.32	\$ 11.68	\$ 12.04	\$ 12.41	\$ 12.62	\$ 12.98	\$ 13.34	\$ 13.36	\$ 13.70
	O	16.43	16.98	17.52	18.06	18.62	18.93	19.47	20.01	20.04	20.55
2	B	12.31	12.61	13.01	13.36	13.51	13.91	14.30	14.70	15.10	15.50
	O	18.47	18.92	19.52	20.04	20.27	20.87	21.45	22.05	22.65	23.25
3	B	13.44	13.88	14.33	14.78	15.23	15.67	16.12	16.57	17.02	17.47
	O	20.16	20.82	21.50	22.17	22.85	23.51	24.18	24.86	25.53	26.21
4	B	15.08	15.59	16.09	16.59	17.09	17.60	18.10	18.60	19.10	19.60
	O	22.62	23.39	24.14	24.89	25.64	26.40	27.15	27.90	28.65	29.40
5	B	16.87	17.44	18.00	18.56	19.12	19.69	20.25	20.81	21.37	21.94
	O	25.31	26.16	27.00	27.84	28.68	29.54	30.38	31.22	32.06	32.91
6	B	18.81	19.44	20.06	20.69	21.32	21.95	22.57	23.20	23.83	24.46
	O	28.22	29.16	30.09	31.04	31.98	32.93	33.86	34.80	35.75	36.69
7	B	20.90	21.60	22.30	22.99	23.69	24.39	25.08	25.78	26.48	27.17
	O	31.35	32.40	33.45	34.49	35.54	36.59	37.62	38.67	39.72	40.76
8	B	23.15	23.92	24.69	25.46	26.24	27.01	27.78	28.55	29.32	30.09
	O	34.73	35.88	37.04	38.19	39.36	40.52	41.67	42.24	42.24	42.24
9	B	25.57	26.42	27.27	28.12	28.98	29.83	30.68	31.53	32.38	33.24
	O	38.36	39.63	40.91	42.18	42.24	42.24	42.24	42.24	42.24	42.24
10	B	28.16	29.09	30.03	30.97	31.91	32.85	33.79	34.72	35.66	36.60
	O	42.24	42.24	42.24	42.24	42.24	42.24	42.24	42.24	42.24	42.24
11	B	30.93	31.97	33.00	34.03	35.06	36.09	37.12	38.15	39.19	40.22
	O	42.24	42.24	42.24	42.24	42.24	42.24	42.24	42.24	42.24	42.24
12	B	37.08	38.31	39.55	40.79	42.02	43.26	44.49	45.73	46.97	48.20
	O	42.24	42.24	42.24	42.24	42.24	43.26	44.49	45.73	46.97	48.20
13	B	44.09	45.56	47.03	48.50	49.97	51.44	52.91	54.38	55.85	57.32
	O	44.09	45.56	47.03	48.50	49.97	51.44	52.91	54.38	55.85	57.32
14	B	52.10	53.84	55.58	57.31	59.05	60.79	62.52	64.26	66.00	67.73
	O	52.10	53.84	55.58	57.31	59.05	60.79	62.52	64.26	66.00	67.73
15	B	61.29	63.33	65.37	67.41	69.46	71.50	73.54	75.59	77.63	79.67
	O	61.29	63.33	65.37	67.41	69.46	71.50	73.54	75.59	77.63	79.67

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-RCH
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.38%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
TOTAL INCREASE: 1.90%
EFFECTIVE JANUARY 2019

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	\$ 10.90	\$ 11.26	\$ 11.62	\$ 11.98	\$ 12.35	\$ 12.56	\$ 12.92	\$ 13.28	\$ 13.29	\$ 13.63
	O	16.35	16.89	17.43	17.97	18.53	18.84	19.38	19.92	19.94	20.45
2	B	12.25	12.54	12.95	13.29	13.44	13.84	14.23	14.63	15.02	15.42
	O	18.38	18.81	19.43	19.94	20.16	20.76	21.35	21.95	22.53	23.13
3	B	13.37	13.81	14.26	14.70	15.15	15.60	16.04	16.49	16.93	17.38
	O	20.06	20.72	21.39	22.05	22.73	23.40	24.06	24.74	25.40	26.07
4	B	15.01	15.51	16.01	16.51	17.01	17.51	18.01	18.51	19.01	19.51
	O	22.52	23.27	24.02	24.77	25.52	26.27	27.02	27.77	28.52	29.27
5	B	16.79	17.35	17.91	18.47	19.03	19.59	20.15	20.70	21.26	21.82
	O	25.19	26.03	26.87	27.71	28.55	29.39	30.23	31.05	31.89	32.73
6	B	18.71	19.34	19.96	20.59	21.21	21.83	22.46	23.08	23.71	24.33
	O	28.07	29.01	29.94	30.89	31.82	32.75	33.69	34.62	35.57	36.50
7	B	20.80	21.49	22.18	22.88	23.57	24.26	24.96	25.65	26.34	27.04
	O	31.20	32.24	33.27	34.32	35.36	36.39	37.44	38.48	39.51	40.56
8	B	23.03	23.80	24.57	25.33	26.10	26.87	27.64	28.40	29.17	29.94
	O	34.55	35.70	36.86	38.00	39.15	40.31	41.46	42.02	42.02	42.02
9	B	25.44	26.29	27.13	27.98	28.83	29.68	30.52	31.37	32.22	33.07
	O	38.16	39.44	40.70	41.97	42.02	42.02	42.02	42.02	42.02	42.02
10	B	28.01	28.95	29.88	30.81	31.75	32.68	33.61	34.55	35.48	36.42
	O	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02
11	B	30.78	31.80	32.83	33.86	34.88	35.91	36.93	37.96	38.99	40.01
	O	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02
12	B	36.89	38.12	39.35	40.58	41.81	43.04	44.27	45.50	46.73	47.96
	O	42.02	42.02	42.02	42.02	42.02	43.04	44.27	45.50	46.73	47.96
13	B	43.87	45.33	46.79	48.25	49.71	51.18	52.64	54.10	55.56	57.02
	O	43.87	45.33	46.79	48.25	49.71	51.18	52.64	54.10	55.56	57.02
14	B	51.84	53.56	55.29	57.02	58.75	60.48	62.21	63.93	65.66	67.39
	O	51.84	53.56	55.29	57.02	58.75	60.48	62.21	63.93	65.66	67.39
15	B	60.97	63.01	65.04	67.07	69.10	71.14	73.17	75.20	77.23	79.27
	O	60.97	63.01	65.04	67.07	69.10	71.14	73.17	75.20	77.23	79.27

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-SAC
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.59%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV
TOTAL INCREASE: 1.99%
EFFECTIVE JANUARY 2019

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	\$ 11.46	\$ 11.85	\$ 12.23	\$ 12.61	\$ 12.99	\$ 13.21	\$ 13.59	\$ 13.97	\$ 13.98	\$ 14.34
	O	17.19	17.78	18.35	18.92	19.49	19.82	20.39	20.97	20.97	21.51
2	B	12.89	13.20	13.62	13.98	14.14	14.56	14.97	15.39	15.80	16.22
	O	19.34	19.80	20.43	20.97	21.21	21.84	22.46	23.09	23.70	24.33
3	B	14.06	14.53	15.00	15.47	15.94	16.41	16.87	17.34	17.81	18.28
	O	21.09	21.80	22.50	23.21	23.91	24.62	25.31	26.01	26.72	27.42
4	B	15.79	16.31	16.84	17.36	17.89	18.42	18.94	19.47	19.99	20.52
	O	23.69	24.47	25.26	26.04	26.84	27.63	28.41	29.21	29.99	30.78
5	B	17.66	18.25	18.84	19.43	20.02	20.60	21.19	21.78	22.37	22.96
	O	26.49	27.38	28.26	29.15	30.03	30.90	31.79	32.67	33.56	34.44
6	B	19.69	20.34	21.00	21.66	22.31	22.97	23.63	24.28	24.94	25.60
	O	29.54	30.51	31.50	32.49	33.47	34.46	35.45	36.42	37.41	38.40
7	B	21.88	22.61	23.34	24.07	24.80	25.52	26.25	26.98	27.71	28.44
	O	32.82	33.92	35.01	36.11	37.20	38.28	39.38	40.47	41.57	42.66
8	B	24.23	25.04	25.84	26.65	27.46	28.27	29.07	29.88	30.69	31.50
	O	36.35	37.56	38.76	39.98	41.19	42.41	43.61	44.21	44.21	44.21
9	B	26.76	27.65	28.55	29.44	30.33	31.22	32.11	33.00	33.90	34.79
	O	40.14	41.48	42.83	44.16	44.21	44.21	44.21	44.21	44.21	44.21
10	B	29.47	30.45	31.43	32.42	33.40	34.38	35.36	36.35	37.33	38.31
	O	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21
11	B	32.38	33.46	34.54	35.62	36.70	37.78	38.86	39.94	41.01	42.09
	O	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21	44.21
12	B	38.81	40.10	41.40	42.69	43.98	45.28	46.57	47.86	49.16	50.45
	O	44.21	44.21	44.21	44.21	44.21	45.28	46.57	47.86	49.16	50.45
13	B	46.15	47.69	49.22	50.76	52.30	53.84	55.38	56.92	58.45	59.99
	O	46.15	47.69	49.22	50.76	52.30	53.84	55.38	56.92	58.45	59.99
14	B	54.53	56.35	58.17	59.99	61.80	63.62	65.44	67.26	69.08	70.90
	O	54.53	56.35	58.17	59.99	61.80	63.62	65.44	67.26	69.08	70.90
15	B	64.15	66.28	68.42	70.56	72.70	74.84	76.97	79.11	79.78	79.78
	O	64.15	66.28	68.42	70.56	72.70	74.84	76.97	79.11	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.07%
FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX
TOTAL INCREASE: 2.02%
EFFECTIVE JANUARY 2019

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	\$ 10.59	\$ 10.95	\$ 11.30	\$ 11.65	\$ 12.00	\$ 12.21	\$ 12.56	\$ 12.91	\$ 12.92	\$ 13.25
	O	15.89	16.43	16.95	17.48	18.00	18.32	18.84	19.37	19.38	19.88
2	B	11.91	12.20	12.59	12.92	13.07	13.45	13.84	14.22	14.61	14.99
	O	17.87	18.30	18.89	19.38	19.61	20.18	20.76	21.33	21.92	22.49
3	B	13.00	13.43	13.86	14.30	14.73	15.16	15.60	16.03	16.46	16.90
	O	19.50	20.15	20.79	21.45	22.10	22.74	23.40	24.05	24.69	25.35
4	B	14.59	15.08	15.56	16.05	16.53	17.02	17.51	17.99	18.48	18.96
	O	21.89	22.62	23.34	24.08	24.80	25.53	26.27	26.99	27.72	28.44
5	B	16.32	16.87	17.41	17.95	18.50	19.04	19.59	20.13	20.67	21.22
	O	24.48	25.31	26.12	26.93	27.75	28.56	29.39	30.20	31.01	31.83
6	B	18.20	18.80	19.41	20.02	20.62	21.23	21.84	22.44	23.05	23.66
	O	27.30	28.20	29.12	30.03	30.93	31.85	32.76	33.66	34.58	35.49
7	B	20.22	20.89	21.57	22.24	22.92	23.59	24.26	24.94	25.61	26.29
	O	30.33	31.34	32.36	33.36	34.38	35.39	36.39	37.41	38.42	39.44
8	B	22.39	23.14	23.89	24.63	25.38	26.12	26.87	27.62	28.36	29.11
	O	33.59	34.71	35.84	36.95	38.07	39.18	40.31	40.86	40.86	40.86
9	B	24.73	25.56	26.38	27.21	28.03	28.85	29.68	30.50	31.33	32.15
	O	37.10	38.34	39.57	40.82	40.86	40.86	40.86	40.86	40.86	40.86
10	B	27.24	28.14	29.05	29.96	30.87	31.77	32.68	33.59	34.50	35.41
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
11	B	29.92	30.92	31.92	32.92	33.92	34.91	35.91	36.91	37.91	38.90
	O	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86	40.86
12	B	35.87	37.06	38.26	39.45	40.65	41.85	43.04	44.24	45.43	46.63
	O	40.86	40.86	40.86	40.86	40.86	41.85	43.04	44.24	45.43	46.63
13	B	42.65	44.07	45.49	46.91	48.34	49.76	51.18	52.60	54.02	55.44
	O	42.65	44.07	45.49	46.91	48.34	49.76	51.18	52.60	54.02	55.44
14	B	50.40	52.08	53.76	55.44	57.12	58.80	60.48	62.16	63.84	65.52
	O	50.40	52.08	53.76	55.44	57.12	58.80	60.48	62.16	63.84	65.52
15	B	59.28	61.26	63.24	65.21	67.19	69.16	71.14	73.12	75.09	77.07
	O	59.28	61.26	63.24	65.21	67.19	69.16	71.14	73.12	75.09	77.07

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-SD
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.80%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA
TOTAL INCREASE: 2.13%
EFFECTIVE JANUARY 2019

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	\$ 11.76	\$ 12.15	\$ 12.54	\$ 12.93	\$ 13.32	\$ 13.55	\$ 13.93	\$ 14.32	\$ 14.34	\$ 14.70
	O	17.64	18.23	18.81	19.40	19.98	20.33	20.90	21.48	21.51	22.05
2	B	13.22	13.53	13.97	14.34	14.50	14.93	15.35	15.78	16.21	16.63
	O	19.83	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	16.83	17.31	17.79	18.27	18.75
	O	21.63	22.35	23.07	23.79	24.51	25.25	25.97	26.69	27.41	28.13
4	B	16.19	16.73	17.27	17.81	18.35	18.89	19.43	19.97	20.51	21.04
	O	24.29	25.10	25.91	26.72	27.53	28.34	29.15	29.96	30.77	31.56
5	B	18.11	18.72	19.32	19.92	20.53	21.13	21.74	22.34	22.94	23.55
	O	27.17	28.08	28.98	29.88	30.80	31.70	32.61	33.51	34.41	35.33
6	B	20.19	20.86	21.54	22.21	22.88	23.56	24.23	24.90	25.58	26.25
	O	30.29	31.29	32.31	33.32	34.32	35.34	36.35	37.35	38.37	39.38
7	B	22.44	23.19	23.93	24.68	25.43	26.18	26.93	27.67	28.42	29.17
	O	33.66	34.79	35.90	37.02	38.15	39.27	40.40	41.51	42.63	43.76
8	B	24.85	25.68	26.51	27.33	28.16	28.99	29.82	30.65	31.47	32.30
	O	37.28	38.52	39.77	41.00	42.24	43.49	44.73	45.33	45.33	45.33
9	B	27.45	28.36	29.27	30.19	31.10	32.02	32.93	33.85	34.76	35.68
	O	41.18	42.54	43.91	45.29	45.33	45.33	45.33	45.33	45.33	45.33
10	B	30.22	31.23	32.24	33.25	34.25	35.26	36.27	37.27	38.28	39.29
	O	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33
11	B	33.21	34.31	35.42	36.53	37.63	38.74	39.85	40.96	42.06	43.17
	O	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33	45.33
12	B	39.80	41.13	42.45	43.78	45.11	46.43	47.76	49.09	50.42	51.74
	O	45.33	45.33	45.33	45.33	45.33	46.43	47.76	49.09	50.42	51.74
13	B	47.33	48.91	50.48	52.06	53.64	55.21	56.79	58.37	59.95	61.52
	O	47.33	48.91	50.48	52.06	53.64	55.21	56.79	58.37	59.95	61.52
14	B	55.93	57.79	59.66	61.52	63.38	65.25	67.11	68.98	70.84	72.71
	O	55.93	57.79	59.66	61.52	63.38	65.25	67.11	68.98	70.84	72.71
15	B	65.79	67.98	70.17	72.36	74.56	76.75	78.94	79.78	79.78	79.78
	O	65.79	67.98	70.17	72.36	74.56	76.75	78.94	79.78	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 40.35%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 2.18%
EFFECTIVE JANUARY 2019

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	\$ 12.81	\$ 13.24	\$ 13.67	\$ 14.09	\$ 14.51	\$ 14.76	\$ 15.18	\$ 15.61	\$ 15.63	\$ 16.02
	O	19.22	19.86	20.51	21.14	21.77	22.14	22.77	23.42	23.45	24.03
2	B	14.40	14.75	15.22	15.63	15.80	16.27	16.73	17.20	17.66	18.13
	O	21.60	22.13	22.83	23.45	23.70	24.41	25.10	25.80	26.49	27.20
3	B	15.71	16.24	16.76	17.29	17.81	18.33	18.86	19.38	19.91	20.43
	O	23.57	24.36	25.14	25.94	26.72	27.50	28.29	29.07	29.87	30.65
4	B	17.64	18.23	18.82	19.40	19.99	20.58	21.17	21.76	22.34	22.93
	O	26.46	27.35	28.23	29.10	29.99	30.87	31.76	32.64	33.51	34.40
5	B	19.74	20.40	21.05	21.71	22.37	23.03	23.68	24.34	25.00	25.66
	O	29.61	30.60	31.58	32.57	33.56	34.55	35.52	36.51	37.50	38.49
6	B	22.00	22.74	23.47	24.20	24.94	25.67	26.40	27.14	27.87	28.60
	O	33.00	34.11	35.21	36.30	37.41	38.51	39.60	40.71	41.81	42.90
7	B	24.45	25.26	26.08	26.89	27.71	28.52	29.34	30.15	30.97	31.78
	O	36.68	37.89	39.12	40.34	41.57	42.78	44.01	45.23	46.46	47.67
8	B	27.08	27.98	28.88	29.78	30.69	31.59	32.49	33.39	34.30	35.20
	O	40.62	41.97	43.32	44.67	46.04	47.39	48.74	49.40	49.40	49.40
9	B	29.91	30.90	31.90	32.90	33.89	34.89	35.89	36.88	37.88	38.88
	O	44.87	46.35	47.85	49.35	49.40	49.40	49.40	49.40	49.40	49.40
10	B	32.93	34.03	35.13	36.23	37.32	38.42	39.52	40.62	41.71	42.81
	O	49.40	49.40	49.40	49.40	49.40	49.40	49.40	49.40	49.40	49.40
11	B	36.18	37.39	38.60	39.80	41.01	42.22	43.42	44.63	45.84	47.04
	O	49.40	49.40	49.40	49.40	49.40	49.40	49.40	49.40	49.40	49.40
12	B	43.37	44.82	46.26	47.71	49.15	50.60	52.04	53.49	54.94	56.38
	O	49.40	49.40	49.40	49.40	49.40	50.60	52.04	53.49	54.94	56.38
13	B	51.57	53.29	55.01	56.73	58.45	60.17	61.89	63.60	65.32	67.04
	O	51.57	53.29	55.01	56.73	58.45	60.17	61.89	63.60	65.32	67.04
14	B	60.94	62.97	65.01	67.04	69.07	71.10	73.13	75.16	77.20	79.23
	O	60.94	62.97	65.01	67.04	69.07	71.10	73.13	75.16	77.20	79.23
15	B	71.68	74.07	76.46	78.85	79.78	79.78	79.78	79.78	79.78	79.78
	O	71.68	74.07	76.46	78.85	79.78	79.78	79.78	79.78	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.04%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA
TOTAL INCREASE: 2.15%
EFFECTIVE JANUARY 2019

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	\$ 11.50	\$ 11.89	\$ 12.27	\$ 12.65	\$ 13.03	\$ 13.26	\$ 13.64	\$ 14.02	\$ 14.03	\$ 14.39
	O	17.25	17.84	18.41	18.98	19.55	19.89	20.46	21.03	21.05	21.59
2	B	12.93	13.24	13.67	14.03	14.19	14.61	15.02	15.44	15.86	16.28
	O	19.40	19.86	20.51	21.05	21.29	21.92	22.53	23.16	23.79	24.42
3	B	14.11	14.58	15.05	15.52	15.99	16.46	16.94	17.41	17.88	18.35
	O	21.17	21.87	22.58	23.28	23.99	24.69	25.41	26.12	26.82	27.53
4	B	15.84	16.37	16.90	17.43	17.95	18.48	19.01	19.54	20.07	20.59
	O	23.76	24.56	25.35	26.15	26.93	27.72	28.52	29.31	30.11	30.89
5	B	17.73	18.32	18.91	19.50	20.09	20.68	21.27	21.86	22.45	23.04
	O	26.60	27.48	28.37	29.25	30.14	31.02	31.91	32.79	33.68	34.56
6	B	19.76	20.42	21.08	21.74	22.39	23.05	23.71	24.37	25.03	25.69
	O	29.64	30.63	31.62	32.61	33.59	34.58	35.57	36.56	37.55	38.54
7	B	21.96	22.69	23.42	24.15	24.88	25.62	26.35	27.08	27.81	28.54
	O	32.94	34.04	35.13	36.23	37.32	38.43	39.53	40.62	41.72	42.81
8	B	24.32	25.13	25.94	26.75	27.56	28.37	29.18	29.99	30.80	31.61
	O	36.48	37.70	38.91	40.13	41.34	42.56	43.77	44.37	44.37	44.37
9	B	26.86	27.75	28.65	29.54	30.44	31.33	32.23	33.12	34.02	34.91
	O	40.29	41.63	42.98	44.31	44.37	44.37	44.37	44.37	44.37	44.37
10	B	29.58	30.56	31.55	32.53	33.52	34.50	35.49	36.48	37.46	38.45
	O	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37
11	B	32.49	33.58	34.66	35.74	36.83	37.91	39.00	40.08	41.16	42.25
	O	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37
12	B	38.95	40.25	41.54	42.84	44.14	45.44	46.74	48.04	49.33	50.63
	O	44.37	44.37	44.37	44.37	44.37	45.44	46.74	48.04	49.33	50.63
13	B	46.31	47.86	49.40	50.94	52.49	54.03	55.58	57.12	58.66	60.21
	O	46.31	47.86	49.40	50.94	52.49	54.03	55.58	57.12	58.66	60.21
14	B	54.73	56.55	58.38	60.20	62.03	63.85	65.68	67.50	69.32	71.15
	O	54.73	56.55	58.38	60.20	62.03	63.85	65.68	67.50	69.32	71.15
15	B	64.38	66.52	68.67	70.81	72.96	75.10	77.25	79.40	79.78	79.78
	O	64.38	66.52	68.67	70.81	72.96	75.10	77.25	79.40	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.05%
FOR THE LOCALITY PAY AREA OF ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL
TOTAL INCREASE: 1.90%
EFFECTIVE JANUARY 2019

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	\$ 10.68	\$ 11.04	\$ 11.40	\$ 11.75	\$ 12.10	\$ 12.31	\$ 12.66	\$ 13.02	\$ 13.03	\$ 13.36
	O	16.02	16.56	17.10	17.63	18.15	18.47	18.99	19.53	19.55	20.04
2	B	12.01	12.30	12.70	13.03	13.18	13.57	13.95	14.34	14.73	15.12
	O	18.02	18.45	19.05	19.55	19.77	20.36	20.93	21.51	22.10	22.68
3	B	13.11	13.54	13.98	14.42	14.85	15.29	15.73	16.16	16.60	17.04
	O	19.67	20.31	20.97	21.63	22.28	22.94	23.60	24.24	24.90	25.56
4	B	14.71	15.20	15.69	16.18	16.67	17.16	17.65	18.14	18.63	19.12
	O	22.07	22.80	23.54	24.27	25.01	25.74	26.48	27.21	27.95	28.68
5	B	16.46	17.01	17.56	18.11	18.66	19.20	19.75	20.30	20.85	21.40
	O	24.69	25.52	26.34	27.17	27.99	28.80	29.63	30.45	31.28	32.10
6	B	18.35	18.96	19.57	20.18	20.80	21.41	22.02	22.63	23.24	23.86
	O	27.53	28.44	29.36	30.27	31.20	32.12	33.03	33.95	34.86	35.79
7	B	20.39	21.07	21.75	22.43	23.11	23.79	24.47	25.15	25.83	26.51
	O	30.59	31.61	32.63	33.65	34.67	35.69	36.71	37.73	38.75	39.77
8	B	22.58	23.33	24.09	24.84	25.59	26.34	27.10	27.85	28.60	29.36
	O	33.87	35.00	36.14	37.26	38.39	39.51	40.65	41.21	41.21	41.21
9	B	24.94	25.77	26.60	27.44	28.27	29.10	29.93	30.76	31.59	32.42
	O	37.41	38.66	39.90	41.16	41.21	41.21	41.21	41.21	41.21	41.21
10	B	27.47	28.38	29.30	30.21	31.13	32.04	32.96	33.87	34.79	35.70
	O	41.21	41.21	41.21	41.21	41.21	41.21	41.21	41.21	41.21	41.21
11	B	30.18	31.18	32.19	33.20	34.20	35.21	36.21	37.22	38.23	39.23
	O	41.21	41.21	41.21	41.21	41.21	41.21	41.21	41.21	41.21	41.21
12	B	36.17	37.38	38.58	39.79	40.99	42.20	43.40	44.61	45.82	47.02
	O	41.21	41.21	41.21	41.21	41.21	42.20	43.40	44.61	45.82	47.02
13	B	43.01	44.44	45.88	47.31	48.74	50.18	51.61	53.05	54.48	55.91
	O	43.01	44.44	45.88	47.31	48.74	50.18	51.61	53.05	54.48	55.91
14	B	50.83	52.52	54.21	55.91	57.60	59.30	60.99	62.69	64.38	66.07
	O	50.83	52.52	54.21	55.91	57.60	59.30	60.99	62.69	64.38	66.07
15	B	59.78	61.78	63.77	65.76	67.76	69.75	71.74	73.73	75.73	77.72
	O	59.78	61.78	63.77	65.76	67.76	69.75	71.74	73.73	75.73	77.72

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.68%
FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ
TOTAL INCREASE: 1.85%
EFFECTIVE JANUARY 2019

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	\$ 11.71	\$ 12.07	\$ 12.27	\$ 12.62	\$ 12.98	\$ 12.99	\$ 13.32
	O	15.98	16.52	17.04	17.57	18.11	18.41	18.93	19.47	19.49	19.98
2	B	11.97	12.26	12.66	12.99	13.14	13.52	13.91	14.30	14.68	15.07
	O	17.96	18.39	18.99	19.49	19.71	20.28	20.87	21.45	22.02	22.61
3	B	13.06	13.50	13.94	14.37	14.81	15.24	15.68	16.11	16.55	16.98
	O	19.59	20.25	20.91	21.56	22.22	22.86	23.52	24.17	24.83	25.47
4	B	14.67	15.15	15.64	16.13	16.62	17.11	17.60	18.09	18.58	19.06
	O	22.01	22.73	23.46	24.20	24.93	25.67	26.40	27.14	27.87	28.59
5	B	16.41	16.96	17.50	18.05	18.60	19.14	19.69	20.24	20.78	21.33
	O	24.62	25.44	26.25	27.08	27.90	28.71	29.54	30.36	31.17	32.00
6	B	18.29	18.90	19.51	20.12	20.73	21.34	21.95	22.56	23.17	23.78
	O	27.44	28.35	29.27	30.18	31.10	32.01	32.93	33.84	34.76	35.67
7	B	20.33	21.00	21.68	22.36	23.04	23.71	24.39	25.07	25.75	26.42
	O	30.50	31.50	32.52	33.54	34.56	35.57	36.59	37.61	38.63	39.63
8	B	22.51	23.26	24.01	24.76	25.51	26.26	27.01	27.76	28.51	29.26
	O	33.77	34.89	36.02	37.14	38.27	39.39	40.52	41.07	41.07	41.07
9	B	24.86	25.69	26.52	27.35	28.18	29.01	29.83	30.66	31.49	32.32
	O	37.29	38.54	39.78	41.03	41.07	41.07	41.07	41.07	41.07	41.07
10	B	27.38	28.29	29.20	30.12	31.03	31.94	32.85	33.77	34.68	35.59
	O	41.07	41.07	41.07	41.07	41.07	41.07	41.07	41.07	41.07	41.07
11	B	30.08	31.08	32.09	33.09	34.09	35.10	36.10	37.10	38.11	39.11
	O	41.07	41.07	41.07	41.07	41.07	41.07	41.07	41.07	41.07	41.07
12	B	36.06	37.26	38.46	39.66	40.86	42.07	43.27	44.47	45.67	46.87
	O	41.07	41.07	41.07	41.07	41.07	42.07	43.27	44.47	45.67	46.87
13	B	42.87	44.30	45.73	47.16	48.59	50.02	51.45	52.88	54.31	55.74
	O	42.87	44.30	45.73	47.16	48.59	50.02	51.45	52.88	54.31	55.74
14	B	50.66	52.35	54.04	55.73	57.42	59.11	60.80	62.49	64.18	65.87
	O	50.66	52.35	54.04	55.73	57.42	59.11	60.80	62.49	64.18	65.87
15	B	59.60	61.58	63.57	65.55	67.54	69.53	71.51	73.50	75.49	77.47
	O	59.60	61.58	63.57	65.55	67.54	69.53	71.51	73.50	75.49	77.47

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.91%
FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC
TOTAL INCREASE: 1.87%
EFFECTIVE JANUARY 2019

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	\$ 10.58	\$ 10.93	\$ 11.29	\$ 11.63	\$ 11.99	\$ 12.19	\$ 12.54	\$ 12.89	\$ 12.91	\$ 13.23
	O	15.87	16.40	16.94	17.45	17.99	18.29	18.81	19.34	19.37	19.85
2	B	11.89	12.18	12.57	12.91	13.05	13.43	13.82	14.20	14.59	14.97
	O	17.84	18.27	18.86	19.37	19.58	20.15	20.73	21.30	21.89	22.46
3	B	12.98	13.41	13.84	14.28	14.71	15.14	15.57	16.01	16.44	16.87
	O	19.47	20.12	20.76	21.42	22.07	22.71	23.36	24.02	24.66	25.31
4	B	14.57	15.06	15.54	16.03	16.51	17.00	17.48	17.97	18.45	18.94
	O	21.86	22.59	23.31	24.05	24.77	25.50	26.22	26.96	27.68	28.41
5	B	16.30	16.84	17.39	17.93	18.47	19.02	19.56	20.10	20.65	21.19
	O	24.45	25.26	26.09	26.90	27.71	28.53	29.34	30.15	30.98	31.79
6	B	18.17	18.78	19.38	19.99	20.59	21.20	21.81	22.41	23.02	23.62
	O	27.26	28.17	29.07	29.99	30.89	31.80	32.72	33.62	34.53	35.43
7	B	20.19	20.86	21.54	22.21	22.88	23.56	24.23	24.90	25.58	26.25
	O	30.29	31.29	32.31	33.32	34.32	35.34	36.35	37.35	38.37	39.38
8	B	22.36	23.11	23.85	24.60	25.34	26.09	26.83	27.58	28.32	29.07
	O	33.54	34.67	35.78	36.90	38.01	39.14	40.25	40.80	40.80	40.80
9	B	24.70	25.52	26.34	27.17	27.99	28.81	29.64	30.46	31.28	32.11
	O	37.05	38.28	39.51	40.76	40.80	40.80	40.80	40.80	40.80	40.80
10	B	27.20	28.11	29.01	29.92	30.82	31.73	32.64	33.54	34.45	35.36
	O	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80
11	B	29.88	30.88	31.88	32.87	33.87	34.86	35.86	36.86	37.85	38.85
	O	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80
12	B	35.82	37.01	38.21	39.40	40.59	41.79	42.98	44.18	45.37	46.56
	O	40.80	40.80	40.80	40.80	40.80	41.79	42.98	44.18	45.37	46.56
13	B	42.59	44.01	45.43	46.85	48.27	49.69	51.11	52.53	53.95	55.37
	O	42.59	44.01	45.43	46.85	48.27	49.69	51.11	52.53	53.95	55.37
14	B	50.33	52.01	53.69	55.36	57.04	58.72	60.40	62.07	63.75	65.43
	O	50.33	52.01	53.69	55.36	57.04	58.72	60.40	62.07	63.75	65.43
15	B	59.20	61.18	63.15	65.12	67.09	69.07	71.04	73.01	74.99	76.96
	O	59.20	61.18	63.15	65.12	67.09	69.07	71.04	73.01	74.99	76.96

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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.32%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
TOTAL INCREASE: 2.27%
EFFECTIVE JANUARY 2019

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	\$ 11.80	\$ 12.20	\$ 12.59	\$ 12.98	\$ 13.37	\$ 13.60	\$ 13.99	\$ 14.38	\$ 14.40	\$ 14.76
	O	17.70	18.30	18.89	19.47	20.06	20.40	20.99	21.57	21.60	22.14
2	B	13.27	13.59	14.03	14.40	14.56	14.99	15.42	15.84	16.27	16.70
	O	19.91	20.39	21.05	21.60	21.84	22.49	23.13	23.76	24.41	25.05
3	B	14.48	14.96	15.45	15.93	16.41	16.89	17.38	17.86	18.34	18.82
	O	21.72	22.44	23.18	23.90	24.62	25.34	26.07	26.79	27.51	28.23
4	B	16.26	16.80	17.34	17.88	18.42	18.96	19.50	20.05	20.59	21.13
	O	24.39	25.20	26.01	26.82	27.63	28.44	29.25	30.08	30.89	31.70
5	B	18.19	18.79	19.40	20.00	20.61	21.22	21.82	22.43	23.03	23.64
	O	27.29	28.19	29.10	30.00	30.92	31.83	32.73	33.65	34.55	35.46
6	B	20.27	20.95	21.62	22.30	22.98	23.65	24.33	25.00	25.68	26.36
	O	30.41	31.43	32.43	33.45	34.47	35.48	36.50	37.50	38.52	39.54
7	B	22.53	23.28	24.03	24.78	25.53	26.28	27.03	27.78	28.54	29.29
	O	33.80	34.92	36.05	37.17	38.30	39.42	40.55	41.67	42.81	43.94
8	B	24.95	25.78	26.61	27.44	28.28	29.11	29.94	30.77	31.60	32.43
	O	37.43	38.67	39.92	41.16	42.42	43.67	44.91	45.53	45.53	45.53
9	B	27.56	28.47	29.39	30.31	31.23	32.15	33.07	33.98	34.90	35.82
	O	41.34	42.71	44.09	45.47	45.53	45.53	45.53	45.53	45.53	45.53
10	B	30.35	31.36	32.37	33.38	34.39	35.40	36.41	37.42	38.44	39.45
	O	45.53	45.53	45.53	45.53	45.53	45.53	45.53	45.53	45.53	45.53
11	B	33.34	34.45	35.56	36.68	37.79	38.90	40.01	41.12	42.23	43.34
	O	45.53	45.53	45.53	45.53	45.53	45.53	45.53	45.53	45.53	45.53
12	B	39.96	41.29	42.63	43.96	45.29	46.62	47.95	49.29	50.62	51.95
	O	45.53	45.53	45.53	45.53	45.53	46.62	47.95	49.29	50.62	51.95
13	B	47.52	49.10	50.69	52.27	53.85	55.44	57.02	58.61	60.19	61.77
	O	47.52	49.10	50.69	52.27	53.85	55.44	57.02	58.61	60.19	61.77
14	B	56.15	58.02	59.90	61.77	63.64	65.51	67.38	69.26	71.13	73.00
	O	56.15	58.02	59.90	61.77	63.64	65.51	67.38	69.26	71.13	73.00
15	B	66.05	68.25	70.45	72.66	74.86	77.06	79.26	79.78	79.78	79.78
	O	66.05	68.25	70.45	72.66	74.86	77.06	79.26	79.78	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.67%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
TOTAL INCREASE: 1.66%
EFFECTIVE JANUARY 2019

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	\$ 10.56	\$ 10.91	\$ 11.26	\$ 11.61	\$ 11.96	\$ 12.17	\$ 12.51	\$ 12.86	\$ 12.88	\$ 13.21
	O	15.84	16.37	16.89	17.42	17.94	18.26	18.77	19.29	19.32	19.82
2	B	11.87	12.15	12.55	12.88	13.02	13.41	13.79	14.17	14.55	14.94
	O	17.81	18.23	18.83	19.32	19.53	20.12	20.69	21.26	21.83	22.41
3	B	12.95	13.38	13.82	14.25	14.68	15.11	15.54	15.97	16.41	16.84
	O	19.43	20.07	20.73	21.38	22.02	22.67	23.31	23.96	24.62	25.26
4	B	14.54	15.02	15.51	15.99	16.48	16.96	17.45	17.93	18.41	18.90
	O	21.81	22.53	23.27	23.99	24.72	25.44	26.18	26.90	27.62	28.35
5	B	16.27	16.81	17.35	17.89	18.44	18.98	19.52	20.06	20.60	21.15
	O	24.41	25.22	26.03	26.84	27.66	28.47	29.28	30.09	30.90	31.73
6	B	18.13	18.74	19.34	19.95	20.55	21.16	21.76	22.37	22.97	23.57
	O	27.20	28.11	29.01	29.93	30.83	31.74	32.64	33.56	34.46	35.36
7	B	20.15	20.82	21.49	22.17	22.84	23.51	24.18	24.85	25.52	26.20
	O	30.23	31.23	32.24	33.26	34.26	35.27	36.27	37.28	38.28	39.30
8	B	22.32	23.06	23.80	24.55	25.29	26.03	26.78	27.52	28.27	29.01
	O	33.48	34.59	35.70	36.83	37.94	39.05	40.17	40.71	40.71	40.71
9	B	24.65	25.47	26.29	27.11	27.93	28.75	29.58	30.40	31.22	32.04
	O	36.98	38.21	39.44	40.67	40.71	40.71	40.71	40.71	40.71	40.71
10	B	27.14	28.05	28.95	29.86	30.76	31.67	32.57	33.47	34.38	35.28
	O	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71
11	B	29.82	30.82	31.81	32.80	33.80	34.79	35.79	36.78	37.78	38.77
	O	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71	40.71
12	B	35.74	36.93	38.13	39.32	40.51	41.70	42.89	44.08	45.28	46.47
	O	40.71	40.71	40.71	40.71	40.71	41.70	42.89	44.08	45.28	46.47
13	B	42.50	43.92	45.34	46.75	48.17	49.59	51.00	52.42	53.84	55.25
	O	42.50	43.92	45.34	46.75	48.17	49.59	51.00	52.42	53.84	55.25
14	B	50.23	51.90	53.57	55.25	56.92	58.60	60.27	61.95	63.62	65.30
	O	50.23	51.90	53.57	55.25	56.92	58.60	60.27	61.95	63.62	65.30
15	B	59.08	61.05	63.02	64.99	66.96	68.93	70.89	72.86	74.83	76.80
	O	59.08	61.05	63.02	64.99	66.96	68.93	70.89	72.86	74.83	76.80

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-AK
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.89%
STATE OF ALASKA
TOTAL INCREASE: 2.09%
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	\$ 11.76	\$ 12.16	\$ 12.55	\$ 12.94	\$ 13.33	\$ 13.56	\$ 13.94	\$ 14.33	\$ 14.35	\$ 14.72
	O	17.64	18.24	18.83	19.41	20.00	20.34	20.91	21.50	21.53	22.08
2	B	13.23	13.54	13.98	14.35	14.51	14.94	15.37	15.79	16.22	16.64
	O	19.85	20.31	20.97	21.53	21.77	22.41	23.06	23.69	24.33	24.96
3	B	14.43	14.91	15.39	15.87	16.36	16.84	17.32	17.80	18.28	18.76
	O	21.65	22.37	23.09	23.81	24.54	25.26	25.98	26.70	27.42	28.14
4	B	16.20	16.74	17.28	17.82	18.36	18.90	19.44	19.98	20.52	21.06
	O	24.30	25.11	25.92	26.73	27.54	28.35	29.16	29.97	30.78	31.59
5	B	18.13	18.73	19.33	19.94	20.54	21.15	21.75	22.35	22.96	23.56
	O	27.20	28.10	29.00	29.91	30.81	31.73	32.63	33.53	34.44	35.34
6	B	20.21	20.88	21.55	22.23	22.90	23.57	24.25	24.92	25.60	26.27
	O	30.32	31.32	32.33	33.35	34.35	35.36	36.38	37.38	38.40	39.41
7	B	22.45	23.20	23.95	24.70	25.45	26.20	26.94	27.69	28.44	29.19
	O	33.68	34.80	35.93	37.05	38.18	39.30	40.41	41.54	42.66	43.79
8	B	24.87	25.69	26.52	27.35	28.18	29.01	29.84	30.67	31.50	32.32
	O	37.31	38.54	39.78	41.03	42.27	43.52	44.76	45.36	45.36	45.36
9	B	27.46	28.38	29.30	30.21	31.13	32.04	32.96	33.87	34.79	35.70
	O	41.19	42.57	43.95	45.32	45.36	45.36	45.36	45.36	45.36	45.36
10	B	30.24	31.25	32.26	33.27	34.28	35.28	36.29	37.30	38.31	39.32
	O	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36
11	B	33.23	34.34	35.45	36.55	37.66	38.77	39.88	40.98	42.09	43.20
	O	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36	45.36
12	B	39.83	41.16	42.48	43.81	45.14	46.47	47.79	49.12	50.45	51.78
	O	45.36	45.36	45.36	45.36	45.36	46.47	47.79	49.12	50.45	51.78
13	B	47.36	48.94	50.52	52.10	53.68	55.25	56.83	58.41	59.99	61.57
	O	47.36	48.94	50.52	52.10	53.68	55.25	56.83	58.41	59.99	61.57
14	B	55.97	57.83	59.70	61.56	63.43	65.29	67.16	69.03	70.89	72.76
	O	55.97	57.83	59.70	61.56	63.43	65.29	67.16	69.03	70.89	72.76
15	B	65.83	68.03	70.22	72.41	74.61	76.80	79.00	79.78	79.78	79.78
	O	65.83	68.03	70.22	72.41	74.61	76.80	79.00	79.78	79.78	79.78

* 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 THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.98%
STATE OF HAWAII
TOTAL INCREASE: 1.87%
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	\$ 10.86	\$ 11.22	\$ 11.58	\$ 11.94	\$ 12.30	\$ 12.52	\$ 12.87	\$ 13.23	\$ 13.25	\$ 13.58
	O	16.29	16.83	17.37	17.91	18.45	18.78	19.31	19.85	19.88	20.37
2	B	12.21	12.50	12.90	13.25	13.40	13.79	14.18	14.58	14.97	15.37
	O	18.32	18.75	19.35	19.88	20.10	20.69	21.27	21.87	22.46	23.06
3	B	13.32	13.77	14.21	14.65	15.10	15.54	15.99	16.43	16.87	17.32
	O	19.98	20.66	21.32	21.98	22.65	23.31	23.99	24.65	25.31	25.98
4	B	14.96	15.45	15.95	16.45	16.95	17.45	17.94	18.44	18.94	19.44
	O	22.44	23.18	23.93	24.68	25.43	26.18	26.91	27.66	28.41	29.16
5	B	16.73	17.29	17.85	18.41	18.96	19.52	20.08	20.64	21.19	21.75
	O	25.10	25.94	26.78	27.62	28.44	29.28	30.12	30.96	31.79	32.63
6	B	18.65	19.27	19.90	20.52	21.14	21.76	22.38	23.01	23.63	24.25
	O	27.98	28.91	29.85	30.78	31.71	32.64	33.57	34.52	35.45	36.38
7	B	20.73	21.42	22.11	22.80	23.49	24.18	24.87	25.56	26.25	26.95
	O	31.10	32.13	33.17	34.20	35.24	36.27	37.31	38.34	39.38	40.43
8	B	22.95	23.72	24.48	25.25	26.01	26.78	27.54	28.31	29.07	29.84
	O	34.43	35.58	36.72	37.88	39.02	40.17	41.31	41.88	41.88	41.88
9	B	25.35	26.20	27.04	27.89	28.73	29.58	30.42	31.27	32.11	32.96
	O	38.03	39.30	40.56	41.84	41.88	41.88	41.88	41.88	41.88	41.88
10	B	27.92	28.85	29.78	30.71	31.64	32.57	33.50	34.43	35.36	36.29
	O	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88
11	B	30.67	31.70	32.72	33.74	34.77	35.79	36.81	37.83	38.86	39.88
	O	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88
12	B	36.77	37.99	39.22	40.44	41.67	42.89	44.12	45.35	46.57	47.80
	O	41.88	41.88	41.88	41.88	41.88	42.89	44.12	45.35	46.57	47.80
13	B	43.72	45.18	46.63	48.09	49.55	51.01	52.46	53.92	55.38	56.83
	O	43.72	45.18	46.63	48.09	49.55	51.01	52.46	53.92	55.38	56.83
14	B	51.66	53.39	55.11	56.83	58.55	60.27	62.00	63.72	65.44	67.16
	O	51.66	53.39	55.11	56.83	58.55	60.27	62.00	63.72	65.44	67.16
15	B	60.77	62.80	64.82	66.85	68.87	70.90	72.92	74.95	76.97	79.00
	O	60.77	62.80	64.82	66.85	68.87	70.90	72.92	74.95	76.97	79.00

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/>