

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
1	\$ 18,785	\$ 19,414	\$ 20,039	\$ 20,660	\$ 21,285	\$ 21,650	\$ 22,267	\$ 22,891	\$ 22,915	\$ 23,502	VARIES
2	21,121	21,624	22,323	22,915	23,175	23,857	24,539	25,221	25,903	26,585	VARIES
3	23,045	23,813	24,581	25,349	26,117	26,885	27,653	28,421	29,189	29,957	768
4	25,871	26,733	27,595	28,457	29,319	30,181	31,043	31,905	32,767	33,629	862
5	28,945	29,910	30,875	31,840	32,805	33,770	34,735	35,700	36,665	37,630	965
6	32,264	33,339	34,414	35,489	36,564	37,639	38,714	39,789	40,864	41,939	1,075
7	35,854	37,049	38,244	39,439	40,634	41,829	43,024	44,219	45,414	46,609	1,195
8	39,707	41,031	42,355	43,679	45,003	46,327	47,651	48,975	50,299	51,623	1,324
9	43,857	45,319	46,781	48,243	49,705	51,167	52,629	54,091	55,553	57,015	1,462
10	48,297	49,907	51,517	53,127	54,737	56,347	57,957	59,567	61,177	62,787	1,610
11	53,062	54,831	56,600	58,369	60,138	61,907	63,676	65,445	67,214	68,983	1,769
12	63,600	65,720	67,840	69,960	72,080	74,200	76,320	78,440	80,560	82,680	2,120
13	75,628	78,149	80,670	83,191	85,712	88,233	90,754	93,275	95,796	98,317	2,521
14	89,370	92,349	95,328	98,307	101,286	104,265	107,244	110,223	113,202	116,181	2,979
15	105,123	108,627	112,131	115,635	119,139	122,643	126,147	129,651	133,155	136,659	3,504

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,885	\$ 22,617	\$ 23,345	\$ 24,069	\$ 24,797	\$ 25,222	\$ 25,941	\$ 26,668	\$ 26,696	\$ 27,380
2	24,606	25,192	26,006	26,696	26,999	27,793	28,588	29,382	30,177	30,972
3	26,847	27,742	28,637	29,532	30,426	31,321	32,216	33,110	34,005	34,900
4	30,140	31,144	32,148	33,152	34,157	35,161	36,165	37,169	38,174	39,178
5	33,721	34,845	35,969	37,094	38,218	39,342	40,466	41,591	42,715	43,839
6	37,588	38,840	40,092	41,345	42,597	43,849	45,102	46,354	47,607	48,859
7	41,770	43,162	44,554	45,946	47,339	48,731	50,123	51,515	52,907	54,299
8	46,259	47,801	49,344	50,886	52,428	53,971	55,513	57,056	58,598	60,141
9	51,093	52,797	54,500	56,203	57,906	59,610	61,313	63,016	64,719	66,422
10	56,266	58,142	60,017	61,893	63,769	65,644	67,520	69,396	71,271	73,147
11	61,817	63,878	65,939	68,000	70,061	72,122	74,183	76,243	78,304	80,365
12	74,094	76,564	79,034	81,503	83,973	86,443	88,913	91,383	93,852	96,322
13	88,107	91,044	93,981	96,918	99,854	102,791	105,728	108,665	111,602	114,539
14	104,116	107,587	111,057	114,528	117,998	121,469	124,939	128,410	131,880	135,351
15	122,468	126,550	130,633	134,715	138,797	142,879	146,961	151,043	155,126	159,208

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,746	\$ 22,474	\$ 23,197	\$ 23,916	\$ 24,640	\$ 25,062	\$ 25,776	\$ 26,499	\$ 26,526	\$ 27,206
2	24,450	25,032	25,841	26,526	26,827	27,617	28,406	29,196	29,985	30,775
3	26,677	27,566	28,455	29,344	30,233	31,122	32,011	32,900	33,789	34,678
4	29,948	30,946	31,944	32,942	33,940	34,938	35,935	36,933	37,931	38,929
5	33,507	34,624	35,741	36,858	37,975	39,092	40,209	41,326	42,443	43,560
6	37,349	38,593	39,838	41,082	42,326	43,571	44,815	46,060	47,304	48,549
7	41,505	42,888	44,271	45,655	47,038	48,421	49,805	51,188	52,571	53,955
8	45,965	47,497	49,030	50,563	52,095	53,628	55,161	56,693	58,226	59,759
9	50,769	52,461	54,154	55,846	57,539	59,231	60,923	62,616	64,308	66,001
10	55,909	57,772	59,636	61,500	63,364	65,227	67,091	68,955	70,818	72,682
11	61,425	63,472	65,520	67,568	69,616	71,664	73,711	75,759	77,807	79,855
12	73,623	76,077	78,532	80,986	83,440	85,894	88,348	90,802	93,256	95,710
13	87,547	90,465	93,384	96,302	99,220	102,139	105,057	107,975	110,893	113,812
14	103,455	106,903	110,352	113,800	117,249	120,697	124,146	127,594	131,043	134,491
15	121,690	125,747	129,803	133,859	137,915	141,972	146,028	150,084	154,140	158,196

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,760	\$ 23,522	\$ 24,279	\$ 25,032	\$ 25,789	\$ 26,231	\$ 26,979	\$ 27,735	\$ 27,764	\$ 28,475
2	25,590	26,200	27,047	27,764	28,079	28,905	29,731	30,558	31,384	32,210
3	27,921	28,852	29,782	30,713	31,643	32,574	33,504	34,435	35,365	36,296
4	31,345	32,390	33,434	34,479	35,523	36,567	37,612	38,656	39,700	40,745
5	35,070	36,239	37,408	38,577	39,747	40,916	42,085	43,254	44,423	45,593
6	39,091	40,394	41,696	42,998	44,301	45,603	46,906	48,208	49,511	50,813
7	43,441	44,889	46,336	47,784	49,232	50,680	52,128	53,576	55,024	56,471
8	48,109	49,713	51,317	52,921	54,526	56,130	57,734	59,338	60,942	62,546
9	53,137	54,909	56,680	58,451	60,223	61,994	63,765	65,537	67,308	69,079
10	58,517	60,467	62,418	64,369	66,319	68,270	70,221	72,171	74,122	76,073
11	64,290	66,433	68,577	70,720	72,863	75,007	77,150	79,293	81,436	83,580
12	77,058	79,626	82,195	84,764	87,332	89,901	92,469	95,038	97,606	100,175
13	91,631	94,685	97,740	100,794	103,849	106,903	109,958	113,012	116,066	119,121
14	108,281	111,890	115,499	119,109	122,718	126,327	129,937	133,546	137,156	140,765
15	127,367	131,612	135,858	140,103	144,349	148,594	152,840	157,085	161,331	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,924	\$ 22,658	\$ 23,388	\$ 24,112	\$ 24,842	\$ 25,268	\$ 25,988	\$ 26,716	\$ 26,744	\$ 27,429
2	24,650	25,237	26,053	26,744	27,048	27,844	28,639	29,435	30,231	31,027
3	26,896	27,792	28,688	29,585	30,481	31,377	32,274	33,170	34,066	34,963
4	30,194	31,200	32,206	33,212	34,218	35,224	36,230	37,236	38,242	39,248
5	33,782	34,908	36,034	37,160	38,287	39,413	40,539	41,665	42,792	43,918
6	37,655	38,910	40,165	41,419	42,674	43,928	45,183	46,438	47,692	48,947
7	41,845	43,240	44,635	46,029	47,424	48,819	50,213	51,608	53,003	54,397
8	46,342	47,887	49,433	50,978	52,523	54,068	55,613	57,159	58,704	60,249
9	51,186	52,892	54,598	56,304	58,011	59,717	61,423	63,130	64,836	66,542
10	56,367	58,246	60,125	62,005	63,884	65,763	67,642	69,521	71,400	73,279
11	61,929	63,993	66,058	68,122	70,187	72,252	74,316	76,381	78,445	80,510
12	74,228	76,702	79,176	81,650	84,125	86,599	89,073	91,547	94,022	96,496
13	88,265	91,208	94,150	97,092	100,034	102,977	105,919	108,861	111,804	114,746
14	104,304	107,781	111,257	114,734	118,211	121,688	125,164	128,641	132,118	135,595
15	122,689	126,779	130,868	134,958	139,047	143,137	147,226	151,316	155,405	159,495

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	26,587	27,473	28,359	29,245	30,131	31,017	31,903	32,789	33,675	34,561
4	29,847	30,842	31,836	32,831	33,825	34,820	35,814	36,809	37,803	38,798
5	33,394	34,507	35,620	36,734	37,847	38,960	40,074	41,187	42,300	43,414
6	37,223	38,463	39,703	40,944	42,184	43,424	44,664	45,905	47,145	48,385
7	41,365	42,743	44,122	45,501	46,879	48,258	49,637	51,015	52,394	53,773
8	45,810	47,337	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557
9	50,598	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778
10	55,720	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,947	\$ 24,749	\$ 25,546	\$ 26,337	\$ 27,134	\$ 27,599	\$ 28,386	\$ 29,181	\$ 29,212	\$ 29,960
2	26,925	27,566	28,457	29,212	29,543	30,413	31,282	32,152	33,021	33,891
3	29,378	30,357	31,336	32,315	33,294	34,273	35,252	36,231	37,210	38,189
4	32,980	34,079	35,178	36,277	37,376	38,475	39,574	40,672	41,771	42,870
5	36,899	38,129	39,359	40,590	41,820	43,050	44,280	45,510	46,741	47,971
6	41,130	42,501	43,871	45,241	46,612	47,982	49,353	50,723	52,093	53,464
7	45,707	47,230	48,753	50,277	51,800	53,324	54,847	56,370	57,894	59,417
8	50,618	52,306	53,994	55,682	57,370	59,058	60,745	62,433	64,121	65,809
9	55,909	57,773	59,636	61,500	63,364	65,228	67,091	68,955	70,819	72,683
10	61,569	63,621	65,674	67,726	69,779	71,831	73,884	75,936	77,988	80,041
11	67,643	69,899	72,154	74,409	76,664	78,919	81,174	83,429	85,684	87,940
12	81,077	83,780	86,482	89,185	91,888	94,590	97,293	99,995	102,698	105,400
13	96,411	99,624	102,838	106,052	109,266	112,479	115,693	118,907	122,121	125,335
14	113,929	117,727	121,524	125,322	129,119	132,917	136,715	140,512	144,310	148,108
15	134,011	138,478	142,945	147,411	151,878	156,345	160,812	164,200 *	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,388	\$ 23,138	\$ 23,882	\$ 24,623	\$ 25,367	\$ 25,802	\$ 26,538	\$ 27,281	\$ 27,310	\$ 28,010
2	25,172	25,771	26,605	27,310	27,620	28,433	29,246	30,058	30,871	31,684
3	27,465	28,380	29,296	30,211	31,126	32,042	32,957	33,872	34,787	35,703
4	30,833	31,860	32,888	33,915	34,942	35,970	36,997	38,024	39,052	40,079
5	34,497	35,647	36,797	37,947	39,097	40,247	41,397	42,547	43,697	44,847
6	38,452	39,733	41,015	42,296	43,577	44,858	46,139	47,421	48,702	49,983
7	42,731	44,155	45,579	47,003	48,428	49,852	51,276	52,700	54,124	55,549
8	47,323	48,901	50,479	52,057	53,635	55,213	56,790	58,368	59,946	61,524
9	52,269	54,011	55,754	57,496	59,238	60,981	62,723	64,466	66,208	67,950
10	57,560	59,479	61,398	63,317	65,236	67,154	69,073	70,992	72,911	74,830
11	63,239	65,348	67,456	69,564	71,672	73,781	75,889	77,997	80,106	82,214
12	75,798	78,325	80,852	83,378	85,905	88,432	90,958	93,485	96,011	98,538
13	90,133	93,138	96,143	99,147	102,152	105,156	108,161	111,165	114,170	117,174
14	106,511	110,062	113,612	117,162	120,713	124,263	127,813	131,364	134,914	138,465
15	125,286	129,462	133,638	137,814	141,990	146,166	150,342	154,518	158,694	162,870

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



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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	26,587	27,473	28,359	29,245	30,131	31,017	31,903	32,789	33,675	34,561
4	29,847	30,842	31,836	32,831	33,825	34,820	35,814	36,809	37,803	38,798
5	33,394	34,507	35,620	36,734	37,847	38,960	40,074	41,187	42,300	43,414
6	37,223	38,463	39,703	40,944	42,184	43,424	44,664	45,905	47,145	48,385
7	41,365	42,743	44,122	45,501	46,879	48,258	49,637	51,015	52,394	53,773
8	45,810	47,337	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557
9	50,598	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778
10	55,720	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,830	\$ 22,561	\$ 23,287	\$ 24,009	\$ 24,735	\$ 25,159	\$ 25,876	\$ 26,602	\$ 26,630	\$ 27,312
2	24,545	25,129	25,942	26,630	26,932	27,724	28,517	29,309	30,102	30,894
3	26,781	27,673	28,566	29,458	30,351	31,243	32,136	33,028	33,921	34,813
4	30,065	31,066	32,068	33,070	34,072	35,073	36,075	37,077	38,079	39,080
5	33,637	34,758	35,880	37,001	38,123	39,244	40,366	41,487	42,608	43,730
6	37,494	38,743	39,993	41,242	42,491	43,740	44,990	46,239	47,488	48,737
7	41,666	43,055	44,443	45,832	47,221	48,609	49,998	51,387	52,776	54,164
8	46,144	47,682	49,221	50,759	52,298	53,837	55,375	56,914	58,452	59,991
9	50,966	52,665	54,364	56,063	57,762	59,461	61,160	62,859	64,558	66,257
10	56,126	57,997	59,868	61,739	63,610	65,481	67,352	69,223	71,094	72,965
11	61,663	63,719	65,775	67,831	69,886	71,942	73,998	76,054	78,109	80,165
12	73,910	76,373	78,837	81,301	83,764	86,228	88,691	91,155	93,619	96,082
13	87,887	90,817	93,747	96,676	99,606	102,536	105,465	108,395	111,325	114,254
14	103,857	107,319	110,781	114,243	117,704	121,166	124,628	128,090	131,552	135,014
15	122,163	126,235	130,307	134,379	138,451	142,523	146,595	150,667	154,739	158,811

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,945	\$ 24,747	\$ 25,544	\$ 26,335	\$ 27,132	\$ 27,597	\$ 28,384	\$ 29,179	\$ 29,210	\$ 29,958
2	26,923	27,564	28,455	29,210	29,541	30,411	31,280	32,149	33,019	33,888
3	29,375	30,354	31,333	32,312	33,291	34,270	35,249	36,228	37,207	38,186
4	32,978	34,077	35,175	36,274	37,373	38,472	39,571	40,669	41,768	42,867
5	36,896	38,126	39,356	40,586	41,817	43,047	44,277	45,507	46,737	47,967
6	41,127	42,497	43,868	45,238	46,608	47,978	49,349	50,719	52,089	53,460
7	45,703	47,226	48,750	50,273	51,796	53,319	54,843	56,366	57,889	59,412
8	50,615	52,302	53,990	55,678	57,365	59,053	60,741	62,428	64,116	65,804
9	55,905	57,768	59,632	61,495	63,359	65,223	67,086	68,950	70,813	72,677
10	61,564	63,616	65,669	67,721	69,773	71,826	73,878	75,930	77,982	80,035
11	67,638	69,893	72,148	74,403	76,658	78,913	81,168	83,423	85,678	87,933
12	81,071	83,773	86,476	89,178	91,880	94,583	97,285	99,987	102,690	105,392
13	96,403	99,617	102,830	106,044	109,257	112,471	115,684	118,898	122,111	125,325
14	113,920	117,717	121,515	125,312	129,109	132,907	136,704	140,501	144,299	148,096
15	134,000	138,467	142,933	147,400	151,866	156,333	160,800	164,200 *	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,518	\$ 23,272	\$ 24,021	\$ 24,765	\$ 25,514	\$ 25,952	\$ 26,691	\$ 27,439	\$ 27,468	\$ 28,172
2	25,318	25,921	26,759	27,468	27,780	28,597	29,415	30,232	31,050	31,867
3	27,624	28,545	29,465	30,386	31,306	32,227	33,148	34,068	34,989	35,909
4	31,012	32,045	33,078	34,111	35,145	36,178	37,211	38,245	39,278	40,311
5	34,696	35,853	37,010	38,167	39,323	40,480	41,637	42,794	43,950	45,107
6	38,675	39,963	41,252	42,541	43,829	45,118	46,406	47,695	48,984	50,272
7	42,978	44,411	45,843	47,276	48,708	50,140	51,573	53,005	54,438	55,870
8	47,597	49,184	50,771	52,358	53,945	55,532	57,119	58,706	60,293	61,880
9	52,571	54,324	56,076	57,829	59,581	61,334	63,086	64,839	66,591	68,344
10	57,894	59,824	61,753	63,683	65,613	67,543	69,473	71,403	73,333	75,263
11	63,605	65,726	67,846	69,967	72,087	74,208	76,328	78,449	80,569	82,690
12	76,237	78,779	81,320	83,861	86,402	88,944	91,485	94,026	96,567	99,109
13	90,655	93,677	96,699	99,721	102,743	105,765	108,787	111,809	114,831	117,853
14	107,128	110,699	114,270	117,841	121,412	124,982	128,553	132,124	135,695	139,266
15	126,011	130,211	134,411	138,612	142,812	147,012	151,212	155,413	159,613	163,813

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,557	\$ 23,312	\$ 24,063	\$ 24,809	\$ 25,559	\$ 25,997	\$ 26,738	\$ 27,488	\$ 27,516	\$ 28,221
2	25,362	25,966	26,805	27,516	27,829	28,647	29,466	30,285	31,104	31,923
3	27,672	28,595	29,517	30,439	31,361	32,284	33,206	34,128	35,050	35,972
4	31,066	32,101	33,136	34,171	35,206	36,241	37,276	38,312	39,347	40,382
5	34,757	35,916	37,075	38,233	39,392	40,551	41,710	42,869	44,027	45,186
6	38,743	40,033	41,324	42,615	43,906	45,197	46,488	47,779	49,069	50,360
7	43,053	44,488	45,923	47,358	48,793	50,228	51,663	53,098	54,533	55,968
8	47,680	49,270	50,860	52,450	54,040	55,629	57,219	58,809	60,399	61,989
9	52,663	54,419	56,175	57,930	59,686	61,441	63,197	64,952	66,708	68,464
10	57,995	59,928	61,862	63,795	65,728	67,661	69,595	71,528	73,461	75,395
11	63,717	65,841	67,965	70,089	72,214	74,338	76,462	78,586	80,711	82,835
12	76,371	78,917	81,462	84,008	86,554	89,099	91,645	94,191	96,736	99,282
13	90,814	93,841	96,869	99,896	102,923	105,950	108,977	112,005	115,032	118,059
14	107,315	110,893	114,470	118,047	121,624	125,201	128,779	132,356	135,933	139,510
15	126,232	130,439	134,647	138,855	143,062	147,270	151,477	155,685	159,893	164,100

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,901	\$ 22,635	\$ 23,363	\$ 24,087	\$ 24,816	\$ 25,242	\$ 25,961	\$ 26,689	\$ 26,717	\$ 27,401
2	24,625	25,211	26,026	26,717	27,020	27,815	28,610	29,405	30,200	30,995
3	26,868	27,764	28,659	29,554	30,450	31,345	32,241	33,136	34,031	34,927
4	30,163	31,168	32,173	33,178	34,183	35,188	36,193	37,198	38,203	39,208
5	33,747	34,872	35,997	37,122	38,247	39,372	40,498	41,623	42,748	43,873
6	37,617	38,870	40,123	41,377	42,630	43,883	45,137	46,390	47,643	48,897
7	41,802	43,195	44,589	45,982	47,375	48,768	50,162	51,555	52,948	54,341
8	46,294	47,838	49,382	50,925	52,469	54,013	55,556	57,100	58,644	60,187
9	51,133	52,837	54,542	56,247	57,951	59,656	61,360	63,065	64,769	66,474
10	56,309	58,187	60,064	61,941	63,818	65,695	67,572	69,449	71,326	73,203
11	61,865	63,927	65,990	68,052	70,115	72,177	74,240	76,302	78,365	80,427
12	74,151	76,623	79,095	81,566	84,038	86,510	88,981	91,453	93,925	96,397
13	88,175	91,114	94,053	96,992	99,932	102,871	105,810	108,749	111,689	114,628
14	104,196	107,670	111,143	114,616	118,089	121,563	125,036	128,509	131,982	135,455
15	122,563	126,648	130,734	134,819	138,904	142,989	147,075	151,160	155,245	159,331

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,349	\$ 23,097	\$ 23,840	\$ 24,579	\$ 25,323	\$ 25,757	\$ 26,491	\$ 27,233	\$ 27,262	\$ 27,960
2	25,128	25,726	26,558	27,262	27,571	28,383	29,194	30,005	30,817	31,628
3	27,417	28,330	29,244	30,158	31,071	31,985	32,899	33,812	34,726	35,640
4	30,779	31,804	32,830	33,855	34,881	35,906	36,932	37,957	38,983	40,008
5	34,436	35,584	36,732	37,880	39,028	40,176	41,324	42,472	43,620	44,768
6	38,384	39,663	40,942	42,221	43,500	44,779	46,058	47,337	48,616	49,895
7	42,656	44,077	45,499	46,921	48,342	49,764	51,186	52,607	54,029	55,451
8	47,239	48,815	50,390	51,965	53,540	55,115	56,690	58,266	59,841	61,416
9	52,177	53,916	55,655	57,395	59,134	60,873	62,613	64,352	66,091	67,831
10	57,459	59,374	61,290	63,205	65,121	67,036	68,951	70,867	72,782	74,698
11	63,128	65,232	67,337	69,442	71,546	73,651	75,755	77,860	79,964	82,069
12	75,665	78,187	80,709	83,231	85,754	88,276	90,798	93,320	95,842	98,364
13	89,975	92,974	95,973	98,972	101,972	104,971	107,970	110,969	113,969	116,968
14	106,323	109,868	113,412	116,956	120,500	124,044	127,588	131,132	134,676	138,221
15	125,065	129,234	133,402	137,571	141,740	145,908	150,077	154,246	158,415	162,583

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	26,587	27,473	28,359	29,245	30,131	31,017	31,903	32,789	33,675	34,561
4	29,847	30,842	31,836	32,831	33,825	34,820	35,814	36,809	37,803	38,798
5	33,394	34,507	35,620	36,734	37,847	38,960	40,074	41,187	42,300	43,414
6	37,223	38,463	39,703	40,944	42,184	43,424	44,664	45,905	47,145	48,385
7	41,365	42,743	44,122	45,501	46,879	48,258	49,637	51,015	52,394	53,773
8	45,810	47,337	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557
9	50,598	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778
10	55,720	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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



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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,181	\$ 23,957	\$ 24,728	\$ 25,494	\$ 26,266	\$ 26,716	\$ 27,477	\$ 28,247	\$ 28,277	\$ 29,001
2	26,063	26,684	27,547	28,277	28,598	29,440	30,281	31,123	31,964	32,806
3	28,438	29,385	30,333	31,281	32,228	33,176	34,124	35,072	36,019	36,967
4	31,925	32,989	34,052	35,116	36,180	37,243	38,307	39,371	40,434	41,498
5	35,718	36,909	38,100	39,291	40,481	41,672	42,863	44,054	45,245	46,435
6	39,814	41,140	42,467	43,793	45,120	46,447	47,773	49,100	50,426	51,753
7	44,244	45,718	47,193	48,668	50,142	51,617	53,092	54,566	56,041	57,516
8	48,998	50,632	52,266	53,900	55,534	57,168	58,801	60,435	62,069	63,703
9	54,120	55,924	57,728	59,532	61,336	63,140	64,944	66,748	68,552	70,357
10	59,598	61,585	63,572	65,559	67,545	69,532	71,519	73,506	75,492	77,479
11	65,479	67,661	69,844	72,027	74,210	76,393	78,576	80,759	82,942	85,125
12	78,482	81,098	83,715	86,331	88,947	91,563	94,179	96,795	99,411	102,027
13	93,325	96,436	99,547	102,658	105,769	108,880	111,990	115,101	118,212	121,323
14	110,283	113,959	117,635	121,311	124,987	128,663	132,339	136,015	139,691	143,367
15	129,722	134,046	138,370	142,694	147,018	151,341	155,665	159,989	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,806	\$ 22,536	\$ 23,261	\$ 23,982	\$ 24,708	\$ 25,131	\$ 25,848	\$ 26,572	\$ 26,600	\$ 27,281
2	24,517	25,101	25,913	26,600	26,902	27,693	28,485	29,277	30,068	30,860
3	26,751	27,642	28,534	29,425	30,317	31,208	32,100	32,991	33,883	34,774
4	30,031	31,032	32,032	33,033	34,033	35,034	36,035	37,035	38,036	39,037
5	33,599	34,720	35,840	36,960	38,080	39,200	40,320	41,441	42,561	43,681
6	37,452	38,700	39,948	41,196	42,443	43,691	44,939	46,187	47,435	48,683
7	41,619	43,006	44,394	45,781	47,168	48,555	49,942	51,329	52,717	54,104
8	46,092	47,629	49,166	50,703	52,239	53,776	55,313	56,850	58,387	59,924
9	50,909	52,606	54,303	56,000	57,698	59,395	61,092	62,789	64,486	66,183
10	56,063	57,932	59,801	61,670	63,539	65,408	67,276	69,145	71,014	72,883
11	61,594	63,648	65,701	67,755	69,808	71,862	73,915	75,969	78,022	80,075
12	73,827	76,288	78,749	81,210	83,670	86,131	88,592	91,053	93,514	95,975
13	87,789	90,715	93,642	96,568	99,494	102,421	105,347	108,274	111,200	114,126
14	103,741	107,199	110,657	114,115	117,573	121,031	124,489	127,947	131,405	134,863
15	122,027	126,094	130,162	134,229	138,297	142,364	146,431	150,499	154,566	158,634

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,187	\$ 22,930	\$ 23,668	\$ 24,402	\$ 25,140	\$ 25,571	\$ 26,300	\$ 27,037	\$ 27,065	\$ 27,758
2	24,946	25,540	26,366	27,065	27,372	28,178	28,983	29,789	30,594	31,400
3	27,218	28,126	29,033	29,940	30,847	31,754	32,661	33,568	34,475	35,382
4	30,556	31,574	32,592	33,611	34,629	35,647	36,665	37,683	38,701	39,719
5	34,187	35,327	36,466	37,606	38,746	39,886	41,026	42,165	43,305	44,445
6	38,107	39,377	40,646	41,916	43,186	44,455	45,725	46,995	48,264	49,534
7	42,347	43,759	45,170	46,581	47,993	49,404	50,816	52,227	53,638	55,050
8	46,898	48,462	50,025	51,589	53,153	54,717	56,281	57,844	59,408	60,972
9	51,800	53,526	55,253	56,980	58,707	60,433	62,160	63,887	65,614	67,340
10	57,044	58,945	60,847	62,748	64,650	66,551	68,453	70,355	72,256	74,158
11	62,672	64,761	66,850	68,940	71,029	73,118	75,208	77,297	79,386	81,476
12	75,118	77,622	80,126	82,630	85,134	87,638	90,142	92,645	95,149	97,653
13	89,324	92,302	95,279	98,257	101,234	104,212	107,190	110,167	113,145	116,122
14	105,555	109,073	112,592	116,110	119,629	123,147	126,666	130,184	133,703	137,221
15	124,161	128,299	132,438	136,576	140,715	144,854	148,992	153,131	157,269	161,408

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,570	\$ 24,359	\$ 25,143	\$ 25,922	\$ 26,706	\$ 27,164	\$ 27,938	\$ 28,721	\$ 28,751	\$ 29,488
2	26,501	27,132	28,009	28,751	29,078	29,933	30,789	31,645	32,500	33,356
3	28,915	29,878	30,842	31,805	32,769	33,733	34,696	35,660	36,623	37,587
4	32,460	33,542	34,623	35,705	36,787	37,868	38,950	40,031	41,113	42,194
5	36,317	37,528	38,739	39,950	41,160	42,371	43,582	44,793	46,004	47,214
6	40,482	41,830	43,179	44,528	45,877	47,226	48,574	49,923	51,272	52,621
7	44,986	46,485	47,985	49,484	50,983	52,483	53,982	55,482	56,981	58,480
8	49,820	51,482	53,143	54,804	56,465	58,126	59,788	61,449	63,110	64,771
9	55,027	56,862	58,696	60,530	62,365	64,199	66,034	67,868	69,702	71,537
10	60,598	62,618	64,638	66,658	68,679	70,699	72,719	74,739	76,759	78,779
11	66,577	68,796	71,016	73,236	75,455	77,675	79,894	82,114	84,333	86,553
12	79,799	82,459	85,119	87,779	90,439	93,099	95,759	98,419	101,079	103,739
13	94,890	98,054	101,217	104,380	107,543	110,706	113,869	117,032	120,195	123,358
14	112,133	115,870	119,608	123,346	127,084	130,821	134,559	138,297	142,035	145,772
15	131,898	136,294	140,691	145,087	149,484	153,880	158,277	162,673	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,716	\$ 24,510	\$ 25,299	\$ 26,083	\$ 26,872	\$ 27,333	\$ 28,112	\$ 28,900	\$ 28,930	\$ 29,671
2	26,665	27,300	28,183	28,930	29,258	30,119	30,980	31,842	32,703	33,564
3	29,094	30,064	31,034	32,003	32,973	33,942	34,912	35,882	36,851	37,821
4	32,662	33,750	34,839	35,927	37,015	38,104	39,192	40,280	41,368	42,457
5	36,543	37,761	38,980	40,198	41,416	42,635	43,853	45,071	46,290	47,508
6	40,733	42,090	43,448	44,805	46,162	47,519	48,876	50,234	51,591	52,948
7	45,266	46,774	48,283	49,792	51,300	52,809	54,318	55,826	57,335	58,844
8	50,130	51,802	53,473	55,145	56,816	58,488	60,159	61,831	63,502	65,174
9	55,369	57,215	59,061	60,907	62,753	64,598	66,444	68,290	70,136	71,981
10	60,975	63,008	65,040	67,073	69,105	71,138	73,171	75,203	77,236	79,269
11	66,991	69,224	71,458	73,691	75,924	78,158	80,391	82,624	84,858	87,091
12	80,295	82,972	85,648	88,325	91,001	93,678	96,354	99,031	101,707	104,384
13	95,480	98,663	101,846	105,029	108,211	111,394	114,577	117,760	120,942	124,125
14	112,830	116,591	120,352	124,113	127,874	131,635	135,396	139,157	142,918	146,679
15	132,718	137,142	141,565	145,989	150,413	154,837	159,261	163,684	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,819	\$ 22,549	\$ 23,275	\$ 23,997	\$ 24,723	\$ 25,146	\$ 25,863	\$ 26,588	\$ 26,616	\$ 27,298
2	24,532	25,116	25,928	26,616	26,918	27,710	28,502	29,294	30,086	30,878
3	26,767	27,659	28,551	29,443	30,335	31,227	32,119	33,011	33,903	34,795
4	30,049	31,050	32,052	33,053	34,054	35,055	36,056	37,058	38,059	39,060
5	33,620	34,740	35,861	36,982	38,103	39,224	40,345	41,466	42,586	43,707
6	37,475	38,723	39,972	41,220	42,469	43,718	44,966	46,215	47,464	48,712
7	41,644	43,032	44,420	45,808	47,196	48,584	49,972	51,360	52,748	54,136
8	46,120	47,658	49,195	50,733	52,271	53,809	55,347	56,884	58,422	59,960
9	50,940	52,638	54,336	56,034	57,732	59,430	61,129	62,827	64,525	66,223
10	56,097	57,967	59,837	61,707	63,577	65,447	67,317	69,187	71,057	72,927
11	61,632	63,686	65,741	67,796	69,850	71,905	73,960	76,014	78,069	80,124
12	73,871	76,334	78,796	81,259	83,721	86,183	88,646	91,108	93,570	96,033
13	87,842	90,770	93,698	96,626	99,554	102,483	105,411	108,339	111,267	114,195
14	103,803	107,263	110,723	114,184	117,644	121,104	124,564	128,024	131,484	134,944
15	122,100	126,170	130,240	134,310	138,380	142,450	146,520	150,590	154,660	158,729

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,084	\$ 24,891	\$ 25,692	\$ 26,488	\$ 27,289	\$ 27,757	\$ 28,549	\$ 29,349	\$ 29,379	\$ 30,132
2	27,079	27,724	28,620	29,379	29,713	30,587	31,461	32,336	33,210	34,085
3	29,546	30,531	31,515	32,500	33,485	34,469	35,454	36,439	37,423	38,408
4	33,169	34,274	35,380	36,485	37,590	38,695	39,800	40,905	42,011	43,116
5	37,110	38,348	39,585	40,822	42,059	43,297	44,534	45,771	47,008	48,245
6	41,366	42,744	44,122	45,500	46,879	48,257	49,635	51,013	52,392	53,770
7	45,968	47,501	49,033	50,565	52,097	53,629	55,161	56,693	58,225	59,757
8	50,908	52,606	54,303	56,001	57,698	59,396	61,093	62,791	64,488	66,186
9	56,229	58,103	59,978	61,852	63,727	65,601	67,476	69,350	71,225	73,099
10	61,922	63,986	66,050	68,114	70,178	72,242	74,307	76,371	78,435	80,499
11	68,031	70,299	72,567	74,835	77,103	79,371	81,639	83,907	86,175	88,443
12	81,542	84,260	86,978	89,696	92,414	95,132	97,850	100,568	103,286	106,004
13	96,963	100,195	103,427	106,659	109,891	113,124	116,356	119,588	122,820	126,052
14	114,581	118,401	122,220	126,039	129,859	133,678	137,498	141,317	145,136	148,956
15	134,778	139,271	143,763	148,256	152,748	157,241	161,733	164,200 *	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,747	\$ 25,576	\$ 26,399	\$ 27,217	\$ 28,041	\$ 28,522	\$ 29,335	\$ 30,157	\$ 30,188	\$ 30,962
2	27,825	28,487	29,408	30,188	30,531	31,429	32,328	33,226	34,125	35,023
3	30,359	31,371	32,383	33,395	34,407	35,418	36,430	37,442	38,454	39,465
4	34,082	35,218	36,354	37,489	38,625	39,760	40,896	42,032	43,167	44,303
5	38,132	39,403	40,675	41,946	43,217	44,489	45,760	47,031	48,302	49,574
6	42,505	43,921	45,337	46,753	48,169	49,586	51,002	52,418	53,834	55,250
7	47,234	48,808	50,383	51,957	53,531	55,106	56,680	58,254	59,828	61,403
8	52,310	54,054	55,798	57,543	59,287	61,031	62,775	64,520	66,264	68,008
9	57,777	59,703	61,629	63,555	65,481	67,407	69,333	71,259	73,186	75,112
10	63,626	65,747	67,868	69,990	72,111	74,232	76,353	78,474	80,595	82,716
11	69,904	72,234	74,565	76,895	79,226	81,556	83,887	86,217	88,548	90,878
12	83,787	86,580	89,372	92,165	94,958	97,751	100,544	103,337	106,130	108,923
13	99,632	102,953	106,275	109,596	112,917	116,238	119,559	122,880	126,202	129,523
14	117,736	121,661	125,585	129,510	133,434	137,359	141,283	145,208	149,132	153,057
15	138,489	143,105	147,721	152,338	156,954	161,570	164,200 *	164,200 *	164,200 *	164,200 *

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

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



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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,258	\$ 23,004	\$ 23,744	\$ 24,480	\$ 25,221	\$ 25,653	\$ 26,384	\$ 27,124	\$ 27,152	\$ 27,848
2	25,026	25,622	26,451	27,152	27,460	28,268	29,076	29,884	30,692	31,501
3	27,306	28,216	29,126	30,036	30,946	31,856	32,766	33,676	34,586	35,496
4	30,655	31,676	32,697	33,719	34,740	35,761	36,783	37,804	38,826	39,847
5	34,297	35,440	36,584	37,727	38,871	40,014	41,158	42,301	43,444	44,588
6	38,230	39,503	40,777	42,051	43,325	44,598	45,872	47,146	48,420	49,694
7	42,483	43,899	45,315	46,731	48,147	49,563	50,979	52,395	53,811	55,227
8	47,049	48,618	50,186	51,755	53,324	54,893	56,462	58,030	59,599	61,168
9	51,966	53,698	55,431	57,163	58,895	60,628	62,360	64,092	65,825	67,557
10	57,227	59,135	61,042	62,950	64,858	66,766	68,673	70,581	72,489	74,396
11	62,873	64,969	67,065	69,161	71,258	73,354	75,450	77,546	79,642	81,738
12	75,360	77,872	80,384	82,896	85,408	87,920	90,432	92,944	95,456	97,968
13	89,612	92,599	95,586	98,573	101,560	104,547	107,534	110,522	113,509	116,496
14	105,895	109,424	112,954	116,484	120,014	123,544	127,073	130,603	134,133	137,663
15	124,560	128,712	132,864	137,016	141,168	145,320	149,472	153,623	157,775	161,927

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,834	\$ 22,565	\$ 23,291	\$ 24,013	\$ 24,740	\$ 25,164	\$ 25,881	\$ 26,606	\$ 26,634	\$ 27,316
2	24,549	25,134	25,946	26,634	26,936	27,729	28,522	29,314	30,107	30,900
3	26,785	27,678	28,570	29,463	30,356	31,248	32,141	33,034	33,926	34,819
4	30,070	31,072	32,074	33,076	34,077	35,079	36,081	37,083	38,085	39,087
5	33,643	34,764	35,886	37,008	38,129	39,251	40,372	41,494	42,616	43,737
6	37,500	38,750	39,999	41,249	42,498	43,748	44,997	46,247	47,496	48,746
7	41,673	43,062	44,451	45,840	47,229	48,618	50,007	51,396	52,785	54,174
8	46,151	47,690	49,229	50,768	52,307	53,846	55,385	56,924	58,463	60,001
9	50,975	52,674	54,374	56,073	57,772	59,471	61,171	62,870	64,569	66,269
10	56,136	58,007	59,878	61,750	63,621	65,492	67,363	69,235	71,106	72,977
11	61,674	63,730	65,786	67,842	69,898	71,955	74,011	76,067	78,123	80,179
12	73,922	76,386	78,850	81,315	83,779	86,243	88,707	91,171	93,635	96,099
13	87,902	90,833	93,763	96,693	99,623	102,553	105,483	108,414	111,344	114,274
14	103,875	107,337	110,800	114,262	117,725	121,187	124,650	128,112	131,575	135,037
15	122,184	126,257	130,330	134,403	138,475	142,548	146,621	150,693	154,766	158,839

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,809	\$ 22,540	\$ 23,265	\$ 23,986	\$ 24,712	\$ 25,136	\$ 25,852	\$ 26,576	\$ 26,604	\$ 27,286
2	24,521	25,105	25,917	26,604	26,906	27,698	28,490	29,282	30,073	30,865
3	26,755	27,647	28,539	29,430	30,322	31,213	32,105	32,997	33,888	34,780
4	30,036	31,037	32,038	33,039	34,039	35,040	36,041	37,042	38,042	39,043
5	33,605	34,726	35,846	36,966	38,087	39,207	40,327	41,448	42,568	43,688
6	37,459	38,707	39,955	41,203	42,451	43,699	44,947	46,195	47,443	48,691
7	41,626	43,014	44,401	45,789	47,176	48,563	49,951	51,338	52,726	54,113
8	46,100	47,637	49,174	50,711	52,248	53,786	55,323	56,860	58,397	59,934
9	50,918	52,615	54,313	56,010	57,708	59,405	61,102	62,800	64,497	66,194
10	56,073	57,942	59,811	61,680	63,550	65,419	67,288	69,157	71,026	72,896
11	61,605	63,659	65,713	67,766	69,820	71,874	73,928	75,982	78,035	80,089
12	73,840	76,301	78,762	81,224	83,685	86,146	88,608	91,069	93,530	95,991
13	87,804	90,731	93,658	96,585	99,512	102,439	105,365	108,292	111,219	114,146
14	103,759	107,217	110,676	114,134	117,593	121,052	124,510	127,969	131,428	134,886
15	122,048	126,116	130,184	134,252	138,320	142,389	146,457	150,525	154,593	158,661

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,054	\$ 22,792	\$ 23,526	\$ 24,255	\$ 24,989	\$ 25,417	\$ 26,141	\$ 26,874	\$ 26,902	\$ 27,591
2	24,796	25,387	26,207	26,902	27,207	28,008	28,809	29,609	30,410	31,211
3	27,055	27,956	28,858	29,760	30,661	31,563	32,465	33,366	34,268	35,170
4	30,373	31,385	32,397	33,409	34,421	35,432	36,444	37,456	38,468	39,480
5	33,981	35,114	36,247	37,380	38,513	39,646	40,779	41,912	43,045	44,178
6	37,878	39,140	40,402	41,664	42,926	44,188	45,450	46,712	47,974	49,236
7	42,093	43,496	44,898	46,301	47,704	49,107	50,510	51,913	53,316	54,719
8	46,616	48,170	49,725	51,279	52,834	54,388	55,942	57,497	59,051	60,605
9	51,488	53,205	54,921	56,637	58,354	60,070	61,786	63,503	65,219	66,936
10	56,701	58,591	60,481	62,371	64,261	66,151	68,042	69,932	71,822	73,712
11	62,295	64,372	66,448	68,525	70,602	72,679	74,756	76,832	78,909	80,986
12	74,666	77,155	79,644	82,133	84,622	87,111	89,600	92,089	94,577	97,066
13	88,787	91,747	94,707	97,666	100,626	103,586	106,545	109,505	112,465	115,424
14	104,920	108,418	111,915	115,412	118,910	122,407	125,904	129,402	132,899	136,396
15	123,414	127,528	131,642	135,755	139,869	143,983	148,097	152,210	156,324	160,438

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,883	\$ 22,615	\$ 23,343	\$ 24,067	\$ 24,795	\$ 25,220	\$ 25,939	\$ 26,666	\$ 26,694	\$ 27,377
2	24,604	25,190	26,004	26,694	26,997	27,791	28,585	29,380	30,174	30,969
3	26,845	27,740	28,634	29,529	30,424	31,318	32,213	33,108	34,002	34,897
4	30,137	31,141	32,145	33,150	34,154	35,158	36,162	37,166	38,170	39,174
5	33,718	34,842	35,966	37,090	38,215	39,339	40,463	41,587	42,711	43,835
6	37,584	38,837	40,089	41,341	42,593	43,846	45,098	46,350	47,602	48,855
7	41,766	43,158	44,550	45,942	47,335	48,727	50,119	51,511	52,903	54,295
8	46,255	47,797	49,339	50,882	52,424	53,966	55,509	57,051	58,593	60,136
9	51,089	52,792	54,495	56,198	57,901	59,604	61,308	63,011	64,714	66,417
10	56,261	58,137	60,012	61,888	63,763	65,639	67,514	69,390	71,265	73,141
11	61,812	63,873	65,933	67,994	70,055	72,115	74,176	76,237	78,298	80,358
12	74,088	76,557	79,027	81,496	83,966	86,436	88,905	91,375	93,844	96,314
13	88,099	91,036	93,972	96,909	99,846	102,783	105,719	108,656	111,593	114,529
14	104,107	107,577	111,048	114,518	117,988	121,458	124,929	128,399	131,869	135,339
15	122,458	126,540	130,621	134,703	138,785	142,867	146,949	151,030	155,112	159,194

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,528	\$ 25,349	\$ 26,165	\$ 26,976	\$ 27,792	\$ 28,268	\$ 29,074	\$ 29,889	\$ 29,920	\$ 30,687
2	27,578	28,234	29,147	29,920	30,260	31,150	32,041	32,931	33,822	34,712
3	30,090	31,093	32,095	33,098	34,101	35,104	36,107	37,109	38,112	39,115
4	33,780	34,905	36,031	37,156	38,282	39,407	40,533	41,658	42,784	43,909
5	37,793	39,053	40,313	41,573	42,833	44,093	45,353	46,613	47,873	49,133
6	42,127	43,531	44,934	46,338	47,742	49,145	50,549	51,952	53,356	54,760
7	46,815	48,375	49,935	51,496	53,056	54,616	56,176	57,737	59,297	60,857
8	51,845	53,574	55,303	57,032	58,760	60,489	62,218	63,947	65,675	67,404
9	57,264	59,173	61,082	62,991	64,900	66,809	68,718	70,627	72,536	74,444
10	63,061	65,164	67,266	69,368	71,470	73,572	75,674	77,777	79,879	81,981
11	69,283	71,593	73,903	76,212	78,522	80,832	83,142	85,452	87,761	90,071
12	83,043	85,811	88,579	91,347	94,115	96,883	99,651	102,419	105,187	107,955
13	98,747	102,039	105,331	108,622	111,914	115,206	118,497	121,789	125,081	128,373
14	116,690	120,580	124,470	128,359	132,249	136,139	140,028	143,918	147,808	151,698
15	137,259	141,834	146,409	150,985	155,560	160,135	164,200 *	164,200 *	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,038	\$ 23,809	\$ 24,576	\$ 25,337	\$ 26,104	\$ 26,552	\$ 27,308	\$ 28,074	\$ 28,103	\$ 28,823
2	25,903	26,520	27,377	28,103	28,422	29,258	30,095	30,931	31,767	32,604
3	28,262	29,204	30,146	31,088	32,030	32,972	33,914	34,856	35,797	36,739
4	31,728	32,785	33,843	34,900	35,957	37,014	38,071	39,128	40,185	41,243
5	35,498	36,682	37,865	39,049	40,232	41,416	42,599	43,782	44,966	46,149
6	39,569	40,887	42,205	43,524	44,842	46,160	47,479	48,797	50,116	51,434
7	43,971	45,437	46,902	48,368	49,834	51,299	52,765	54,230	55,696	57,161
8	48,697	50,320	51,944	53,568	55,192	56,815	58,439	60,063	61,687	63,310
9	53,786	55,579	57,372	59,165	60,958	62,751	64,544	66,337	68,130	69,923
10	59,231	61,206	63,180	65,155	67,129	69,104	71,078	73,053	75,027	77,002
11	65,075	67,245	69,414	71,584	73,753	75,923	78,092	80,262	82,431	84,601
12	77,999	80,599	83,199	85,799	88,399	90,999	93,599	96,199	98,799	101,399
13	92,750	95,842	98,934	102,025	105,117	108,209	111,301	114,392	117,484	120,576
14	109,603	113,257	116,910	120,564	124,217	127,871	131,524	135,177	138,831	142,484
15	128,923	133,220	137,517	141,815	146,112	150,409	154,707	159,004	163,301	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,568	\$ 23,324	\$ 24,075	\$ 24,821	\$ 25,572	\$ 26,010	\$ 26,752	\$ 27,501	\$ 27,530	\$ 28,235
2	25,375	25,979	26,819	27,530	27,842	28,662	29,481	30,301	31,120	31,939
3	27,686	28,609	29,532	30,454	31,377	32,300	33,222	34,145	35,068	35,990
4	31,081	32,117	33,153	34,188	35,224	36,259	37,295	38,331	39,366	40,402
5	34,775	35,934	37,093	38,253	39,412	40,571	41,731	42,890	44,049	45,209
6	38,762	40,053	41,345	42,636	43,928	45,219	46,511	47,803	49,094	50,386
7	43,075	44,511	45,946	47,382	48,818	50,253	51,689	53,125	54,560	55,996
8	47,704	49,295	50,885	52,476	54,067	55,657	57,248	58,839	60,429	62,020
9	52,690	54,446	56,203	57,959	59,716	61,472	63,228	64,985	66,741	68,498
10	58,024	59,958	61,893	63,827	65,761	67,695	69,630	71,564	73,498	75,432
11	63,749	65,874	67,999	70,125	72,250	74,375	76,500	78,626	80,751	82,876
12	76,409	78,956	81,503	84,050	86,597	89,144	91,691	94,238	96,785	99,332
13	90,859	93,888	96,917	99,946	102,974	106,003	109,032	112,061	115,089	118,118
14	107,369	110,948	114,527	118,106	121,685	125,264	128,843	132,422	136,001	139,580
15	126,295	130,504	134,714	138,924	143,134	147,343	151,553	155,763	159,972	164,182

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



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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,175	\$ 23,951	\$ 24,722	\$ 25,488	\$ 26,259	\$ 26,710	\$ 27,471	\$ 28,241	\$ 28,270	\$ 28,994
2	26,057	26,678	27,540	28,270	28,591	29,432	30,274	31,115	31,957	32,798
3	28,431	29,378	30,326	31,273	32,221	33,168	34,116	35,063	36,010	36,958
4	31,917	32,981	34,044	35,107	36,171	37,234	38,298	39,361	40,425	41,488
5	35,709	36,900	38,090	39,281	40,472	41,662	42,853	44,043	45,234	46,424
6	39,804	41,130	42,457	43,783	45,109	46,435	47,761	49,088	50,414	51,740
7	44,233	45,707	47,182	48,656	50,130	51,604	53,079	54,553	56,027	57,502
8	48,987	50,620	52,253	53,887	55,520	57,154	58,787	60,420	62,054	63,687
9	54,106	55,910	57,714	59,517	61,321	63,125	64,928	66,732	68,536	70,339
10	59,584	61,570	63,557	65,543	67,529	69,515	71,502	73,488	75,474	77,460
11	65,463	67,645	69,827	72,010	74,192	76,375	78,557	80,739	82,922	85,104
12	78,463	81,079	83,694	86,310	88,925	91,541	94,156	96,771	99,387	102,002
13	93,302	96,412	99,523	102,633	105,743	108,853	111,963	115,073	118,184	121,294
14	110,256	113,931	117,606	121,281	124,957	128,632	132,307	135,982	139,657	143,332
15	129,690	134,013	138,336	142,659	146,982	151,305	155,628	159,950	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,821	\$ 25,652	\$ 26,478	\$ 27,298	\$ 28,124	\$ 28,606	\$ 29,421	\$ 30,246	\$ 30,278	\$ 31,053
2	27,907	28,572	29,495	30,278	30,621	31,522	32,423	33,325	34,226	35,127
3	30,449	31,464	32,479	33,494	34,508	35,523	36,538	37,553	38,567	39,582
4	34,183	35,322	36,461	37,600	38,739	39,878	41,017	42,156	43,295	44,434
5	38,245	39,520	40,795	42,070	43,345	44,620	45,895	47,170	48,445	49,721
6	42,630	44,051	45,471	46,892	48,312	49,732	51,153	52,573	53,994	55,414
7	47,374	48,953	50,532	52,111	53,690	55,269	56,848	58,427	60,006	61,584
8	52,465	54,214	55,964	57,713	59,462	61,212	62,961	64,711	66,460	68,209
9	57,948	59,880	61,812	63,743	65,675	67,607	69,539	71,470	73,402	75,334
10	63,815	65,942	68,069	70,197	72,324	74,451	76,579	78,706	80,833	82,960
11	70,111	72,448	74,786	77,123	79,460	81,798	84,135	86,472	88,810	91,147
12	84,035	86,836	89,637	92,438	95,239	98,040	100,842	103,643	106,444	109,245
13	99,927	103,258	106,589	109,920	113,251	116,582	119,913	123,244	126,575	129,906
14	118,085	122,021	125,957	129,893	133,829	137,765	141,701	145,638	149,574	153,510
15	138,899	143,529	148,159	152,789	157,418	162,048	164,200 *	164,200 *	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	26,587	27,473	28,359	29,245	30,131	31,017	31,903	32,789	33,675	34,561
4	29,847	30,842	31,836	32,831	33,825	34,820	35,814	36,809	37,803	38,798
5	33,394	34,507	35,620	36,734	37,847	38,960	40,074	41,187	42,300	43,414
6	37,223	38,463	39,703	40,944	42,184	43,424	44,664	45,905	47,145	48,385
7	41,365	42,743	44,122	45,501	46,879	48,258	49,637	51,015	52,394	53,773
8	45,810	47,337	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557
9	50,598	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778
10	55,720	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,777	\$ 22,507	\$ 23,231	\$ 23,951	\$ 24,676	\$ 25,099	\$ 25,814	\$ 26,538	\$ 26,565	\$ 27,246
2	24,486	25,069	25,879	26,565	26,867	27,657	28,448	29,239	30,029	30,820
3	26,716	27,606	28,497	29,387	30,277	31,168	32,058	32,948	33,839	34,729
4	29,992	30,992	31,991	32,990	33,990	34,989	35,988	36,987	37,987	38,986
5	33,556	34,675	35,793	36,912	38,031	39,150	40,268	41,387	42,506	43,624
6	37,404	38,650	39,896	41,142	42,389	43,635	44,881	46,127	47,374	48,620
7	41,566	42,951	44,336	45,722	47,107	48,492	49,878	51,263	52,648	54,034
8	46,032	47,567	49,102	50,637	52,172	53,707	55,242	56,777	58,312	59,847
9	50,843	52,538	54,233	55,928	57,623	59,318	61,013	62,708	64,403	66,097
10	55,991	57,857	59,724	61,590	63,457	65,323	67,190	69,056	70,922	72,789
11	61,515	63,566	65,616	67,667	69,718	71,769	73,820	75,870	77,921	79,972
12	73,731	76,189	78,647	81,105	83,562	86,020	88,478	90,935	93,393	95,851
13	87,676	90,598	93,521	96,443	99,366	102,289	105,211	108,134	111,056	113,979
14	103,607	107,060	110,514	113,967	117,421	120,874	124,328	127,782	131,235	134,689
15	121,869	125,931	129,993	134,056	138,118	142,180	146,242	150,304	154,367	158,429

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,404	\$ 24,188	\$ 24,967	\$ 25,740	\$ 26,519	\$ 26,974	\$ 27,742	\$ 28,520	\$ 28,550	\$ 29,281
2	26,315	26,941	27,812	28,550	28,874	29,723	30,573	31,423	32,273	33,122
3	28,712	29,669	30,625	31,582	32,539	33,496	34,453	35,410	36,367	37,323
4	32,233	33,307	34,381	35,455	36,529	37,603	38,676	39,750	40,824	41,898
5	36,063	37,265	38,467	39,669	40,872	42,074	43,276	44,479	45,681	46,883
6	40,198	41,537	42,876	44,216	45,555	46,894	48,234	49,573	50,912	52,252
7	44,670	46,159	47,648	49,137	50,626	52,115	53,604	55,092	56,581	58,070
8	49,471	51,121	52,770	54,420	56,069	57,719	59,368	61,018	62,668	64,317
9	54,641	56,463	58,284	60,106	61,927	63,749	65,570	67,392	69,213	71,035
10	60,173	62,179	64,185	66,191	68,197	70,203	72,209	74,215	76,220	78,226
11	66,110	68,314	70,518	72,722	74,926	77,130	79,334	81,538	83,742	85,946
12	79,239	81,881	84,522	87,163	89,804	92,446	95,087	97,728	100,370	103,011
13	94,225	97,366	100,507	103,648	106,789	109,929	113,070	116,211	119,352	122,493
14	111,346	115,058	118,769	122,481	126,192	129,904	133,615	137,327	141,038	144,750
15	130,973	135,338	139,704	144,070	148,435	152,801	157,167	161,532	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,371	\$ 23,120	\$ 23,864	\$ 24,604	\$ 25,348	\$ 25,783	\$ 26,518	\$ 27,261	\$ 27,289	\$ 27,989
2	25,153	25,752	26,584	27,289	27,599	28,411	29,223	30,036	30,848	31,660
3	27,444	28,359	29,274	30,188	31,103	32,017	32,932	33,847	34,761	35,676
4	30,810	31,836	32,863	33,889	34,916	35,943	36,969	37,996	39,022	40,049
5	34,471	35,620	36,769	37,918	39,067	40,217	41,366	42,515	43,664	44,814
6	38,423	39,703	40,984	42,264	43,544	44,824	46,105	47,385	48,665	49,945
7	42,699	44,122	45,545	46,968	48,391	49,814	51,237	52,660	54,084	55,507
8	47,287	48,864	50,441	52,017	53,594	55,171	56,748	58,324	59,901	61,478
9	52,229	53,970	55,711	57,453	59,194	60,935	62,676	64,417	66,158	67,899
10	57,517	59,434	61,352	63,269	65,186	67,104	69,021	70,938	72,856	74,773
11	63,192	65,298	67,405	69,512	71,618	73,725	75,832	77,938	80,045	82,152
12	75,741	78,266	80,791	83,315	85,840	88,365	90,889	93,414	95,939	98,464
13	90,065	93,068	96,070	99,072	102,074	105,077	108,079	111,081	114,083	117,086
14	106,431	109,978	113,526	117,074	120,621	124,169	127,717	131,265	134,812	138,360
15	125,191	129,364	133,537	137,710	141,883	146,056	150,228	154,401	158,574	162,747

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,232	\$ 22,976	\$ 23,716	\$ 24,451	\$ 25,191	\$ 25,623	\$ 26,353	\$ 27,091	\$ 27,120	\$ 27,815
2	24,997	25,592	26,419	27,120	27,428	28,235	29,042	29,849	30,656	31,463
3	27,274	28,183	29,092	30,001	30,909	31,818	32,727	33,636	34,545	35,454
4	30,618	31,639	32,659	33,679	34,699	35,719	36,739	37,760	38,780	39,800
5	34,256	35,398	36,541	37,683	38,825	39,967	41,109	42,251	43,393	44,535
6	38,184	39,457	40,729	42,001	43,273	44,546	45,818	47,090	48,363	49,635
7	42,433	43,847	45,262	46,676	48,090	49,505	50,919	52,333	53,747	55,162
8	46,993	48,560	50,127	51,694	53,261	54,828	56,395	57,962	59,529	61,096
9	51,905	53,635	55,365	57,096	58,826	60,556	62,286	64,017	65,747	67,477
10	57,159	59,065	60,970	62,876	64,781	66,687	68,592	70,498	72,403	74,308
11	62,799	64,892	66,986	69,080	71,173	73,267	75,361	77,454	79,548	81,641
12	75,271	77,780	80,289	82,798	85,307	87,816	90,325	92,834	95,343	97,852
13	89,506	92,489	95,473	98,457	101,440	104,424	107,407	110,391	113,375	116,358
14	105,769	109,295	112,821	116,346	119,872	123,398	126,923	130,449	133,975	137,500
15	124,413	128,560	132,707	136,854	141,001	145,148	149,295	153,442	157,589	161,736

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,017	\$ 23,788	\$ 24,554	\$ 25,315	\$ 26,081	\$ 26,528	\$ 27,284	\$ 28,048	\$ 28,078	\$ 28,797
2	25,880	26,496	27,352	28,078	28,396	29,232	30,068	30,903	31,739	32,575
3	28,237	29,178	30,119	31,060	32,001	32,942	33,883	34,824	35,765	36,706
4	31,700	32,756	33,812	34,868	35,925	36,981	38,037	39,093	40,149	41,206
5	35,466	36,649	37,831	39,014	40,196	41,378	42,561	43,743	44,926	46,108
6	39,533	40,850	42,167	43,485	44,802	46,119	47,436	48,753	50,071	51,388
7	43,932	45,396	46,860	48,325	49,789	51,253	52,717	54,182	55,646	57,110
8	48,653	50,275	51,898	53,520	55,142	56,764	58,387	60,009	61,631	63,254
9	53,738	55,529	57,321	59,112	60,904	62,695	64,486	66,278	68,069	69,860
10	59,178	61,151	63,124	65,097	67,069	69,042	71,015	72,987	74,960	76,933
11	65,017	67,184	69,352	71,520	73,687	75,855	78,022	80,190	82,357	84,525
12	77,929	80,527	83,124	85,722	88,320	90,917	93,515	96,113	98,710	101,308
13	92,667	95,756	98,845	101,934	105,023	108,112	111,201	114,290	117,379	120,468
14	109,505	113,155	116,805	120,456	124,106	127,756	131,406	135,056	138,706	142,357
15	128,807	133,101	137,394	141,688	145,981	150,274	154,568	158,861	163,155	164,200 *

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

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



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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,452	\$ 23,204	\$ 23,951	\$ 24,693	\$ 25,440	\$ 25,876	\$ 26,614	\$ 27,359	\$ 27,388	\$ 28,090
2	25,244	25,845	26,680	27,388	27,699	28,514	29,329	30,144	30,959	31,774
3	27,543	28,461	29,379	30,297	31,215	32,133	33,051	33,969	34,887	35,805
4	30,921	31,951	32,982	34,012	35,042	36,072	37,103	38,133	39,163	40,193
5	34,595	35,748	36,902	38,055	39,209	40,362	41,515	42,669	43,822	44,975
6	38,562	39,847	41,132	42,416	43,701	44,986	46,271	47,556	48,841	50,125
7	42,853	44,281	45,709	47,137	48,566	49,994	51,422	52,851	54,279	55,707
8	47,458	49,040	50,623	52,205	53,788	55,370	56,952	58,535	60,117	61,700
9	52,418	54,165	55,913	57,660	59,407	61,155	62,902	64,650	66,397	68,144
10	57,725	59,649	61,573	63,497	65,422	67,346	69,270	71,194	73,119	75,043
11	63,420	65,534	67,648	69,763	71,877	73,991	76,106	78,220	80,334	82,448
12	76,015	78,549	81,082	83,616	86,150	88,684	91,218	93,751	96,285	98,819
13	90,391	93,404	96,417	99,430	102,443	105,456	108,469	111,482	114,495	117,508
14	106,815	110,376	113,936	117,497	121,057	124,618	128,178	131,739	135,299	138,860
15	125,643	129,831	134,019	138,207	142,395	146,583	150,771	154,959	159,147	163,335

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,315	\$ 23,062	\$ 23,804	\$ 24,542	\$ 25,284	\$ 25,718	\$ 26,451	\$ 27,192	\$ 27,221	\$ 27,918
2	25,090	25,687	26,517	27,221	27,530	28,340	29,150	29,960	30,770	31,580
3	27,375	28,287	29,200	30,112	31,024	31,937	32,849	33,761	34,674	35,586
4	30,732	31,756	32,780	33,804	34,828	35,852	36,876	37,900	38,924	39,948
5	34,384	35,530	36,676	37,823	38,969	40,115	41,262	42,408	43,554	44,701
6	38,326	39,603	40,880	42,157	43,434	44,711	45,988	47,265	48,542	49,819
7	42,591	44,011	45,430	46,850	48,269	49,689	51,108	52,528	53,947	55,367
8	47,168	48,741	50,314	51,886	53,459	55,032	56,605	58,177	59,750	61,323
9	52,098	53,834	55,571	57,308	59,045	60,781	62,518	64,255	65,991	67,728
10	57,372	59,285	61,197	63,110	65,022	66,935	68,847	70,760	72,672	74,585
11	63,032	65,134	67,235	69,337	71,438	73,539	75,641	77,742	79,844	81,945
12	75,550	78,069	80,587	83,105	85,624	88,142	90,661	93,179	95,697	98,216
13	89,839	92,833	95,828	98,823	101,817	104,812	107,807	110,801	113,796	116,791
14	106,163	109,701	113,240	116,779	120,318	123,856	127,395	130,934	134,473	138,011
15	124,876	129,038	133,200	137,363	141,525	145,688	149,850	154,012	158,175	162,337

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,455	\$ 24,240	\$ 25,021	\$ 25,796	\$ 26,576	\$ 27,032	\$ 27,803	\$ 28,582	\$ 28,612	\$ 29,345
2	26,372	27,000	27,872	28,612	28,936	29,788	30,639	31,491	32,342	33,194
3	28,774	29,733	30,692	31,651	32,610	33,569	34,528	35,486	36,445	37,404
4	32,303	33,379	34,455	35,531	36,608	37,684	38,760	39,837	40,913	41,989
5	36,141	37,346	38,551	39,755	40,960	42,165	43,370	44,575	45,780	46,985
6	40,285	41,627	42,969	44,312	45,654	46,996	48,338	49,681	51,023	52,365
7	44,767	46,259	47,751	49,244	50,736	52,228	53,720	55,212	56,704	58,196
8	49,578	51,231	52,884	54,538	56,191	57,844	59,497	61,150	62,803	64,456
9	54,760	56,585	58,411	60,236	62,062	63,887	65,713	67,538	69,363	71,189
10	60,304	62,314	64,324	66,334	68,345	70,355	72,365	74,375	76,386	78,396
11	66,253	68,462	70,671	72,880	75,088	77,297	79,506	81,715	83,923	86,132
12	79,411	82,058	84,705	87,352	89,999	92,646	95,293	97,940	100,587	103,234
13	94,429	97,577	100,725	103,872	107,020	110,168	113,315	116,463	119,611	122,759
14	111,587	115,307	119,027	122,746	126,466	130,185	133,905	137,624	141,344	145,064
15	131,257	135,632	140,007	144,382	148,757	153,132	157,507	161,882	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	26,587	27,473	28,359	29,245	30,131	31,017	31,903	32,789	33,675	34,561
4	29,847	30,842	31,836	32,831	33,825	34,820	35,814	36,809	37,803	38,798
5	33,394	34,507	35,620	36,734	37,847	38,960	40,074	41,187	42,300	43,414
6	37,223	38,463	39,703	40,944	42,184	43,424	44,664	45,905	47,145	48,385
7	41,365	42,743	44,122	45,501	46,879	48,258	49,637	51,015	52,394	53,773
8	45,810	47,337	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557
9	50,598	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778
10	55,720	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,022	\$ 24,827	\$ 25,626	\$ 26,420	\$ 27,219	\$ 27,686	\$ 28,475	\$ 29,273	\$ 29,304	\$ 30,054
2	27,010	27,653	28,547	29,304	29,636	30,508	31,380	32,253	33,125	33,997
3	29,470	30,452	31,434	32,416	33,398	34,381	35,363	36,345	37,327	38,309
4	33,084	34,186	35,288	36,391	37,493	38,595	39,698	40,800	41,902	43,005
5	37,015	38,249	39,483	40,717	41,951	43,185	44,419	45,653	46,887	48,121
6	41,259	42,634	44,009	45,383	46,758	48,133	49,507	50,882	52,257	53,632
7	45,850	47,378	48,906	50,435	51,963	53,491	55,019	56,547	58,075	59,604
8	50,777	52,470	54,164	55,857	57,550	59,243	60,936	62,629	64,322	66,015
9	56,084	57,954	59,824	61,693	63,563	65,432	67,302	69,172	71,041	72,911
10	61,762	63,821	65,880	67,939	69,998	72,057	74,115	76,174	78,233	80,292
11	67,856	70,118	72,380	74,642	76,904	79,167	81,429	83,691	85,953	88,215
12	81,332	84,043	86,754	89,465	92,176	94,887	97,598	100,309	103,020	105,731
13	96,713	99,937	103,161	106,385	109,609	112,832	116,056	119,280	122,504	125,728
14	114,286	118,096	121,905	125,715	129,525	133,334	137,144	140,953	144,763	148,572
15	134,431	138,912	143,393	147,874	152,355	156,836	161,317	164,200 *	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,164	\$ 27,040	\$ 27,910	\$ 28,775	\$ 29,646	\$ 30,154	\$ 31,013	\$ 31,883	\$ 31,916	\$ 32,734
2	29,417	30,118	31,091	31,916	32,278	33,228	34,178	35,128	36,078	37,028
3	32,097	33,167	34,236	35,306	36,376	37,445	38,515	39,585	40,654	41,724
4	36,033	37,234	38,434	39,635	40,836	42,036	43,237	44,437	45,638	46,838
5	40,315	41,659	43,003	44,347	45,691	47,035	48,379	49,723	51,067	52,411
6	44,937	46,435	47,932	49,429	50,926	52,424	53,921	55,418	56,915	58,413
7	49,937	51,602	53,266	54,931	56,595	58,259	59,924	61,588	63,253	64,917
8	55,304	57,148	58,992	60,836	62,680	64,524	66,368	68,212	70,056	71,901
9	61,084	63,120	65,157	67,193	69,229	71,265	73,302	75,338	77,374	79,410
10	67,268	69,510	71,753	73,995	76,238	78,480	80,723	82,965	85,207	87,450
11	73,905	76,369	78,832	81,296	83,760	86,224	88,688	91,152	93,616	96,080
12	88,582	91,535	94,488	97,440	100,393	103,346	106,298	109,251	112,204	115,157
13	105,335	108,846	112,357	115,868	119,380	122,891	126,402	129,913	133,425	136,936
14	124,475	128,624	132,773	136,922	141,071	145,220	149,369	153,519	157,668	161,817
15	146,415	151,296	156,176	161,056	164,200 *	164,200 *	164,200 *	164,200 *	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,502	\$ 24,289	\$ 25,071	\$ 25,848	\$ 26,630	\$ 27,086	\$ 27,858	\$ 28,639	\$ 28,669	\$ 29,403
2	26,424	27,054	27,928	28,669	28,994	29,847	30,701	31,554	32,407	33,260
3	28,832	29,792	30,753	31,714	32,675	33,636	34,597	35,558	36,518	37,479
4	32,367	33,446	34,524	35,603	36,681	37,759	38,838	39,916	40,995	42,073
5	36,213	37,420	38,628	39,835	41,042	42,250	43,457	44,664	45,872	47,079
6	40,365	41,710	43,055	44,400	45,745	47,090	48,435	49,780	51,125	52,470
7	44,857	46,352	47,847	49,342	50,837	52,332	53,827	55,322	56,817	58,313
8	49,677	51,334	52,990	54,647	56,303	57,960	59,616	61,273	62,929	64,586
9	54,869	56,699	58,528	60,357	62,186	64,015	65,844	67,673	69,502	71,331
10	60,424	62,439	64,453	66,467	68,481	70,496	72,510	74,524	76,539	78,553
11	66,386	68,599	70,812	73,025	75,239	77,452	79,665	81,878	84,091	86,305
12	79,570	82,222	84,875	87,527	90,179	92,832	95,484	98,136	100,789	103,441
13	94,618	97,772	100,926	104,080	107,234	110,388	113,542	116,696	119,850	123,004
14	111,811	115,538	119,265	122,992	126,719	130,446	134,173	137,900	141,627	145,354
15	131,519	135,903	140,287	144,671	149,055	153,439	157,823	162,206	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,879	\$ 22,611	\$ 23,339	\$ 24,063	\$ 24,791	\$ 25,216	\$ 25,934	\$ 26,661	\$ 26,689	\$ 27,373
2	24,600	25,185	26,000	26,689	26,992	27,786	28,581	29,375	30,169	30,964
3	26,841	27,735	28,629	29,524	30,418	31,313	32,207	33,102	33,996	34,891
4	30,132	31,136	32,140	33,144	34,148	35,152	36,156	37,160	38,164	39,168
5	33,712	34,836	35,960	37,084	38,208	39,332	40,456	41,580	42,704	43,828
6	37,578	38,830	40,082	41,334	42,586	43,838	45,090	46,342	47,594	48,846
7	41,759	43,151	44,543	45,935	47,326	48,718	50,110	51,502	52,894	54,286
8	46,247	47,789	49,331	50,873	52,415	53,957	55,499	57,041	58,583	60,125
9	51,080	52,783	54,486	56,189	57,891	59,594	61,297	63,000	64,703	66,405
10	56,252	58,127	60,002	61,877	63,752	65,627	67,503	69,378	71,253	73,128
11	61,801	63,862	65,922	67,982	70,043	72,103	74,163	76,224	78,284	80,345
12	74,075	76,544	79,013	81,482	83,952	86,421	88,890	91,359	93,828	96,297
13	88,084	91,020	93,956	96,893	99,829	102,765	105,701	108,637	111,574	114,510
14	104,089	107,559	111,029	114,498	117,968	121,437	124,907	128,377	131,846	135,316
15	122,437	126,518	130,599	134,680	138,761	142,842	146,923	151,005	155,086	159,167

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



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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,823	\$ 22,553	\$ 23,279	\$ 24,001	\$ 24,727	\$ 25,151	\$ 25,868	\$ 26,592	\$ 26,620	\$ 27,302
2	24,536	25,121	25,933	26,620	26,922	27,715	28,507	29,299	30,092	30,884
3	26,771	27,664	28,556	29,448	30,340	31,232	32,124	33,017	33,909	34,801
4	30,054	31,056	32,057	33,058	34,060	35,061	36,063	37,064	38,065	39,067
5	33,625	34,746	35,867	36,989	38,110	39,231	40,352	41,473	42,594	43,715
6	37,481	38,730	39,979	41,228	42,476	43,725	44,974	46,223	47,472	48,721
7	41,652	43,040	44,428	45,816	47,205	48,593	49,981	51,369	52,757	54,146
8	46,128	47,666	49,204	50,742	52,280	53,818	55,356	56,894	58,432	59,970
9	50,949	52,647	54,345	56,044	57,742	59,441	61,139	62,838	64,536	66,234
10	56,107	57,977	59,847	61,718	63,588	65,458	67,329	69,199	71,069	72,940
11	61,642	63,697	65,752	67,807	69,862	71,917	73,972	76,027	78,083	80,138
12	73,884	76,347	78,810	81,273	83,735	86,198	88,661	91,124	93,587	96,049
13	87,857	90,786	93,714	96,643	99,572	102,500	105,429	108,358	111,286	114,215
14	103,821	107,282	110,743	114,203	117,664	121,125	124,585	128,046	131,507	134,967
15	122,121	126,192	130,263	134,333	138,404	142,474	146,545	150,616	154,686	158,757

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	26,587	27,473	28,359	29,245	30,131	31,017	31,903	32,789	33,675	34,561
4	29,847	30,842	31,836	32,831	33,825	34,820	35,814	36,809	37,803	38,798
5	33,394	34,507	35,620	36,734	37,847	38,960	40,074	41,187	42,300	43,414
6	37,223	38,463	39,703	40,944	42,184	43,424	44,664	45,905	47,145	48,385
7	41,365	42,743	44,122	45,501	46,879	48,258	49,637	51,015	52,394	53,773
8	45,810	47,337	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557
9	50,598	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778
10	55,720	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,086	\$ 24,893	\$ 25,694	\$ 26,490	\$ 27,292	\$ 27,760	\$ 28,551	\$ 29,351	\$ 29,382	\$ 30,134
2	27,081	27,726	28,623	29,382	29,715	30,589	31,464	32,338	33,213	34,087
3	29,548	30,533	31,518	32,502	33,487	34,472	35,457	36,441	37,426	38,411
4	33,172	34,277	35,382	36,488	37,593	38,698	39,803	40,909	42,014	43,119
5	37,113	38,351	39,588	40,825	42,063	43,300	44,537	45,775	47,012	48,249
6	41,369	42,747	44,126	45,504	46,882	48,261	49,639	51,017	52,396	53,774
7	45,972	47,504	49,036	50,569	52,101	53,633	55,165	56,698	58,230	59,762
8	50,912	52,610	54,308	56,005	57,703	59,400	61,098	62,796	64,493	66,191
9	56,233	58,108	59,983	61,857	63,732	65,606	67,481	69,355	71,230	73,105
10	61,926	63,991	66,055	68,119	70,184	72,248	74,312	76,377	78,441	80,505
11	68,036	70,304	72,573	74,841	77,109	79,377	81,645	83,914	86,182	88,450
12	81,548	84,266	86,984	89,703	92,421	95,139	97,858	100,576	103,294	106,012
13	96,970	100,203	103,435	106,668	109,900	113,132	116,365	119,597	122,830	126,062
14	114,590	118,410	122,230	126,049	129,869	133,689	137,508	141,328	145,148	148,967
15	134,789	139,282	143,774	148,267	152,760	157,253	161,746	164,200 *	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 21,672	\$ 22,398	\$ 23,119	\$ 23,835	\$ 24,557	\$ 24,978	\$ 25,689	\$ 26,409	\$ 26,437	\$ 27,114
2	24,367	24,948	25,754	26,437	26,737	27,524	28,311	29,097	29,884	30,671
3	26,587	27,473	28,359	29,245	30,131	31,017	31,903	32,789	33,675	34,561
4	29,847	30,842	31,836	32,831	33,825	34,820	35,814	36,809	37,803	38,798
5	33,394	34,507	35,620	36,734	37,847	38,960	40,074	41,187	42,300	43,414
6	37,223	38,463	39,703	40,944	42,184	43,424	44,664	45,905	47,145	48,385
7	41,365	42,743	44,122	45,501	46,879	48,258	49,637	51,015	52,394	53,773
8	45,810	47,337	48,865	50,392	51,920	53,447	54,975	56,502	58,030	59,557
9	50,598	52,285	53,971	55,658	57,345	59,031	60,718	62,405	64,091	65,778
10	55,720	57,578	59,435	61,293	63,150	65,008	66,865	68,722	70,580	72,437
11	61,218	63,259	65,299	67,340	69,381	71,422	73,463	75,504	77,545	79,586
12	73,375	75,821	78,267	80,713	83,159	85,605	88,050	90,496	92,942	95,388
13	87,252	90,161	93,069	95,977	98,886	101,794	104,703	107,611	110,520	113,428
14	103,106	106,543	109,980	113,417	116,854	120,291	123,727	127,164	130,601	134,038
15	121,280	125,323	129,366	133,408	137,451	141,493	145,536	149,578	153,621	157,663

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,049	\$ 24,854	\$ 25,654	\$ 26,449	\$ 27,249	\$ 27,716	\$ 28,506	\$ 29,305	\$ 29,336	\$ 30,087
2	27,039	27,683	28,578	29,336	29,669	30,542	31,415	32,288	33,161	34,034
3	29,502	30,485	31,469	32,452	33,435	34,418	35,401	36,385	37,368	38,351
4	33,120	34,224	35,327	36,431	37,534	38,638	39,741	40,845	41,948	43,052
5	37,055	38,291	39,526	40,762	41,997	43,232	44,468	45,703	46,939	48,174
6	41,304	42,681	44,057	45,433	46,809	48,185	49,562	50,938	52,314	53,690
7	45,900	47,430	48,960	50,490	52,020	53,549	55,079	56,609	58,139	59,669
8	50,833	52,528	54,223	55,918	57,613	59,308	61,003	62,698	64,393	66,088
9	56,146	58,017	59,889	61,761	63,632	65,504	67,376	69,247	71,119	72,991
10	61,830	63,891	65,952	68,013	70,074	72,135	74,197	76,258	78,319	80,380
11	67,930	70,195	72,459	74,724	76,989	79,253	81,518	83,783	86,047	88,312
12	81,421	84,135	86,849	89,563	92,277	94,991	97,705	100,419	103,133	105,847
13	96,819	100,046	103,274	106,501	109,729	112,956	116,183	119,411	122,638	125,865
14	114,411	118,225	122,039	125,853	129,666	133,480	137,294	141,107	144,921	148,735
15	134,578	139,064	143,550	148,036	152,522	157,008	161,493	164,200 *	164,200 *	164,200 *

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

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

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

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,247	\$ 22,992	\$ 23,732	\$ 24,468	\$ 25,208	\$ 25,640	\$ 26,371	\$ 27,110	\$ 27,138	\$ 27,833
2	25,014	25,609	26,437	27,138	27,446	28,254	29,062	29,869	30,677	31,485
3	27,292	28,202	29,111	30,021	30,930	31,840	32,749	33,659	34,569	35,478
4	30,639	31,660	32,681	33,702	34,722	35,743	36,764	37,785	38,806	39,827
5	34,280	35,422	36,565	37,708	38,851	39,994	41,137	42,280	43,422	44,565
6	38,210	39,483	40,757	42,030	43,303	44,576	45,849	47,122	48,395	49,668
7	42,462	43,877	45,292	46,708	48,123	49,538	50,953	52,369	53,784	55,199
8	47,025	48,593	50,161	51,729	53,297	54,865	56,433	58,001	59,569	61,137
9	51,940	53,671	55,403	57,134	58,866	60,597	62,329	64,060	65,791	67,523
10	57,198	59,105	61,012	62,918	64,825	66,732	68,638	70,545	72,452	74,359
11	62,841	64,936	67,031	69,126	71,221	73,316	75,411	77,507	79,602	81,697
12	75,321	77,832	80,343	82,854	85,364	87,875	90,386	92,896	95,407	97,918
13	89,566	92,552	95,537	98,523	101,509	104,494	107,480	110,466	113,451	116,437
14	105,841	109,369	112,897	116,425	119,953	123,481	127,009	130,537	134,065	137,593
15	124,497	128,647	132,797	136,947	141,096	145,246	149,396	153,546	157,695	161,845

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/>