

**SALARY TABLE 2019-GS  
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE  
EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
1	\$ 19,048	\$ 19,686	\$ 20,320	\$ 20,949	\$ 21,583	\$ 21,953	\$ 22,579	\$ 23,211	\$ 23,236	\$ 23,827	VARIES
2	21,417	21,927	22,636	23,236	23,497	24,188	24,879	25,570	26,261	26,952	VARIES
3	23,368	24,147	24,926	25,705	26,484	27,263	28,042	28,821	29,600	30,379	779
4	26,233	27,107	27,981	28,855	29,729	30,603	31,477	32,351	33,225	34,099	874
5	29,350	30,328	31,306	32,284	33,262	34,240	35,218	36,196	37,174	38,152	978
6	32,716	33,807	34,898	35,989	37,080	38,171	39,262	40,353	41,444	42,535	1,091
7	36,356	37,568	38,780	39,992	41,204	42,416	43,628	44,840	46,052	47,264	1,212
8	40,263	41,605	42,947	44,289	45,631	46,973	48,315	49,657	50,999	52,341	1,342
9	44,471	45,953	47,435	48,917	50,399	51,881	53,363	54,845	56,327	57,809	1,482
10	48,973	50,605	52,237	53,869	55,501	57,133	58,765	60,397	62,029	63,661	1,632
11	53,805	55,599	57,393	59,187	60,981	62,775	64,569	66,363	68,157	69,951	1,794
12	64,490	66,640	68,790	70,940	73,090	75,240	77,390	79,540	81,690	83,840	2,150
13	76,687	79,243	81,799	84,355	86,911	89,467	92,023	94,579	97,135	99,691	2,556
14	90,621	93,642	96,663	99,684	102,705	105,726	108,747	111,768	114,789	117,810	3,021
15	106,595	110,148	113,701	117,254	120,807	124,360	127,913	131,466	135,019	138,572	3,553

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,322	\$ 23,070	\$ 23,813	\$ 24,550	\$ 25,293	\$ 25,727	\$ 26,460	\$ 27,201	\$ 27,230	\$ 27,923
2	25,099	25,696	26,527	27,230	27,536	28,346	29,156	29,965	30,775	31,585
3	27,385	28,298	29,211	30,124	31,037	31,950	32,862	33,775	34,688	35,601
4	30,742	31,767	32,791	33,815	34,839	35,864	36,888	37,912	38,936	39,961
5	34,395	35,541	36,688	37,834	38,980	40,126	41,272	42,418	43,564	44,710
6	38,340	39,618	40,897	42,176	43,454	44,733	46,011	47,290	48,568	49,847
7	42,606	44,026	45,446	46,867	48,287	49,707	51,128	52,548	53,968	55,389
8	47,184	48,757	50,330	51,902	53,475	55,048	56,620	58,193	59,766	61,338
9	52,116	53,852	55,589	57,326	59,063	60,799	62,536	64,273	66,010	67,746
10	57,391	59,304	61,217	63,129	65,042	66,954	68,867	70,779	72,692	74,604
11	63,054	65,156	67,259	69,361	71,464	73,566	75,668	77,771	79,873	81,976
12	75,576	78,095	80,615	83,135	85,654	88,174	90,693	93,213	95,733	98,252
13	89,869	92,865	95,860	98,856	101,851	104,846	107,842	110,837	113,833	116,828
14	106,199	109,739	113,279	116,820	120,360	123,900	127,441	130,981	134,521	138,062
15	124,919	129,082	133,246	137,410	141,574	145,737	149,901	154,065	158,229	162,393

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,134	\$ 22,875	\$ 23,612	\$ 24,343	\$ 25,079	\$ 25,509	\$ 26,237	\$ 26,971	\$ 27,000	\$ 27,687
2	24,887	25,479	26,303	27,000	27,304	28,106	28,909	29,712	30,515	31,318
3	27,154	28,059	28,964	29,869	30,774	31,680	32,585	33,490	34,395	35,300
4	30,483	31,498	32,514	33,530	34,545	35,561	36,576	37,592	38,607	39,623
5	34,105	35,241	36,378	37,514	38,650	39,787	40,923	42,060	43,196	44,333
6	38,016	39,284	40,551	41,819	43,087	44,355	45,622	46,890	48,158	49,426
7	42,246	43,654	45,062	46,471	47,879	49,287	50,696	52,104	53,512	54,921
8	46,786	48,345	49,904	51,464	53,023	54,583	56,142	57,701	59,261	60,820
9	51,675	53,397	55,119	56,842	58,564	60,286	62,008	63,730	65,452	67,174
10	56,907	58,803	60,699	62,596	64,492	66,389	68,285	70,181	72,078	73,974
11	62,521	64,606	66,691	68,775	70,860	72,945	75,029	77,114	79,198	81,283
12	74,937	77,436	79,934	82,432	84,931	87,429	89,927	92,425	94,924	97,422
13	89,110	92,080	95,050	98,021	100,991	103,961	106,931	109,901	112,871	115,841
14	105,302	108,812	112,322	115,833	119,343	122,854	126,364	129,874	133,385	136,895
15	123,863	127,992	132,121	136,249	140,378	144,506	148,635	152,763	156,892	161,021

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,170	\$ 23,946	\$ 24,717	\$ 25,482	\$ 26,254	\$ 26,704	\$ 27,465	\$ 28,234	\$ 28,264	\$ 28,983
2	26,052	26,672	27,534	28,264	28,582	29,422	30,263	31,103	31,944	32,784
3	28,425	29,372	30,320	31,268	32,215	33,163	34,110	35,058	36,005	36,953
4	31,910	32,973	34,036	35,099	36,162	37,225	38,289	39,352	40,415	41,478
5	35,701	36,891	38,081	39,270	40,460	41,650	42,839	44,029	45,218	46,408
6	39,796	41,123	42,450	43,777	45,104	46,431	47,758	49,085	50,412	51,740
7	44,223	45,698	47,172	48,646	50,121	51,595	53,069	54,543	56,018	57,492
8	48,976	50,608	52,241	53,873	55,506	57,138	58,770	60,403	62,035	63,668
9	54,095	55,897	57,700	59,503	61,305	63,108	64,911	66,713	68,516	70,319
10	59,571	61,556	63,541	65,526	67,511	69,497	71,482	73,467	75,452	77,437
11	65,448	67,631	69,813	71,995	74,177	76,360	78,542	80,724	82,906	85,088
12	78,446	81,061	83,676	86,291	88,907	91,522	94,137	96,752	99,368	101,983
13	93,282	96,391	99,500	102,609	105,719	108,828	111,937	115,046	118,155	121,264
14	110,231	113,906	117,581	121,256	124,930	128,605	132,280	135,955	139,629	143,304
15	129,662	133,984	138,306	142,628	146,950	151,272	155,593	159,915	164,237	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,374	\$ 23,123	\$ 23,868	\$ 24,607	\$ 25,351	\$ 25,786	\$ 26,521	\$ 27,264	\$ 27,293	\$ 27,987
2	25,156	25,755	26,588	27,293	27,600	28,411	29,223	30,035	30,846	31,658
3	27,448	28,363	29,278	30,193	31,108	32,023	32,938	33,853	34,768	35,683
4	30,813	31,840	32,866	33,893	34,920	35,946	36,973	37,999	39,026	40,053
5	34,475	35,623	36,772	37,921	39,070	40,218	41,367	42,516	43,665	44,813
6	38,428	39,710	40,991	42,273	43,554	44,836	46,117	47,399	48,680	49,962
7	42,704	44,127	45,551	46,975	48,398	49,822	51,245	52,669	54,093	55,516
8	47,293	48,869	50,446	52,022	53,598	55,174	56,751	58,327	59,903	61,480
9	52,236	53,976	55,717	57,458	59,199	60,939	62,680	64,421	66,162	67,902
10	57,524	59,441	61,358	63,275	65,191	67,108	69,025	70,942	72,859	74,776
11	63,199	65,307	67,414	69,521	71,628	73,736	75,843	77,950	80,057	82,164
12	75,750	78,275	80,801	83,326	85,852	88,377	90,902	93,428	95,953	98,478
13	90,077	93,079	96,081	99,083	102,086	105,088	108,090	111,092	114,095	117,097
14	106,443	109,992	113,540	117,089	120,637	124,186	127,734	131,283	134,831	138,380
15	125,206	129,380	133,553	137,727	141,900	146,073	150,247	154,420	158,593	162,767

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,052	\$ 22,790	\$ 23,524	\$ 24,253	\$ 24,987	\$ 25,415	\$ 26,140	\$ 26,871	\$ 26,900	\$ 27,585
2	24,794	25,385	26,206	26,900	27,202	28,002	28,802	29,602	30,402	31,202
3	27,053	27,955	28,857	29,759	30,661	31,562	32,464	33,366	34,268	35,170
4	30,370	31,382	32,394	33,405	34,417	35,429	36,441	37,453	38,465	39,476
5	33,978	35,111	36,243	37,375	38,507	39,640	40,772	41,904	43,036	44,169
6	37,875	39,138	40,401	41,664	42,928	44,191	45,454	46,717	47,980	49,243
7	42,089	43,492	44,896	46,299	47,702	49,105	50,508	51,911	53,314	54,718
8	46,612	48,166	49,720	51,273	52,827	54,381	55,934	57,488	59,042	60,595
9	51,484	53,200	54,915	56,631	58,347	60,063	61,778	63,494	65,210	66,925
10	56,696	58,585	60,475	62,364	64,254	66,143	68,032	69,922	71,811	73,700
11	62,290	64,367	66,444	68,521	70,598	72,675	74,752	76,828	78,905	80,982
12	74,660	77,149	79,638	82,127	84,616	87,105	89,594	92,083	94,573	97,062
13	88,781	91,740	94,699	97,658	100,617	103,576	106,535	109,494	112,453	115,412
14	104,912	108,409	111,907	115,404	118,902	122,399	125,896	129,394	132,891	136,389
15	123,405	127,518	131,632	135,745	139,858	143,972	148,085	152,198	156,311	160,425

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,433	\$ 25,251	\$ 26,064	\$ 26,871	\$ 27,685	\$ 28,159	\$ 28,962	\$ 29,773	\$ 29,805	\$ 30,563
2	27,472	28,126	29,035	29,805	30,140	31,026	31,912	32,799	33,685	34,571
3	29,974	30,973	31,973	32,972	33,971	34,970	35,969	36,969	37,968	38,967
4	33,649	34,770	35,891	37,012	38,133	39,254	40,376	41,497	42,618	43,739
5	37,647	38,902	40,156	41,411	42,665	43,920	45,174	46,429	47,683	48,938
6	41,965	43,364	44,764	46,163	47,563	48,962	50,361	51,761	53,160	54,560
7	46,634	48,188	49,743	51,298	52,852	54,407	55,962	57,516	59,071	60,626
8	51,645	53,367	55,088	56,810	58,531	60,252	61,974	63,695	65,416	67,138
9	57,043	58,944	60,845	62,746	64,647	66,548	68,449	70,350	72,251	74,152
10	62,818	64,911	67,004	69,098	71,191	73,284	75,378	77,471	79,565	81,658
11	69,016	71,317	73,618	75,919	78,220	80,521	82,823	85,124	87,425	89,726
12	82,721	85,479	88,237	90,995	93,753	96,510	99,268	102,026	104,784	107,542
13	98,366	101,645	104,924	108,202	111,481	114,759	118,038	121,316	124,595	127,874
14	116,240	120,115	123,990	127,865	131,740	135,615	139,490	143,365	147,240	151,115
15	136,729	141,287	145,844	150,402	154,959	159,517	164,074	166,500 *	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,795	\$ 23,558	\$ 24,317	\$ 25,070	\$ 25,828	\$ 26,271	\$ 27,020	\$ 27,777	\$ 27,807	\$ 28,514
2	25,630	26,240	27,089	27,807	28,119	28,946	29,773	30,600	31,427	32,253
3	27,964	28,897	29,829	30,761	31,693	32,626	33,558	34,490	35,422	36,355
4	31,393	32,439	33,485	34,531	35,577	36,623	37,669	38,714	39,760	40,806
5	35,123	36,294	37,464	38,634	39,805	40,975	42,145	43,316	44,486	45,656
6	39,151	40,457	41,762	43,068	44,374	45,679	46,985	48,290	49,596	50,902
7	43,507	44,958	46,408	47,858	49,309	50,759	52,210	53,660	55,110	56,561
8	48,183	49,789	51,395	53,001	54,607	56,213	57,819	59,425	61,031	62,636
9	53,218	54,992	56,765	58,539	60,312	62,086	63,860	65,633	67,407	69,180
10	58,606	60,559	62,512	64,465	66,418	68,371	70,324	72,277	74,230	76,183
11	64,388	66,535	68,682	70,829	72,976	75,123	77,270	79,417	81,563	83,710
12	77,175	79,748	82,321	84,894	87,467	90,040	92,613	95,186	97,758	100,331
13	91,771	94,830	97,889	100,948	104,006	107,065	110,124	113,183	116,241	119,300
14	108,446	112,061	115,677	119,292	122,907	126,522	130,138	133,753	137,368	140,983
15	127,562	131,814	136,066	140,318	144,570	148,822	153,073	157,325	161,577	165,829

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,130	\$ 22,871	\$ 23,608	\$ 24,339	\$ 25,075	\$ 25,505	\$ 26,232	\$ 26,967	\$ 26,996	\$ 27,682
2	24,882	25,475	26,299	26,996	27,299	28,102	28,904	29,707	30,510	31,313
3	27,149	28,054	28,959	29,864	30,769	31,674	32,579	33,484	34,389	35,294
4	30,477	31,493	32,508	33,524	34,539	35,555	36,570	37,585	38,601	39,616
5	34,099	35,235	36,371	37,508	38,644	39,780	40,916	42,053	43,189	44,325
6	38,009	39,277	40,544	41,812	43,080	44,347	45,615	46,882	48,150	49,417
7	42,238	43,647	45,055	46,463	47,871	49,279	50,687	52,095	53,503	54,911
8	46,778	48,337	49,896	51,455	53,014	54,573	56,132	57,692	59,251	60,810
9	51,666	53,388	55,110	56,832	58,554	60,275	61,997	63,719	65,441	67,162
10	56,897	58,793	60,689	62,585	64,481	66,377	68,273	70,169	72,065	73,961
11	62,511	64,595	66,679	68,763	70,848	72,932	75,016	77,101	79,185	81,269
12	74,924	77,422	79,920	82,418	84,916	87,414	89,912	92,410	94,907	97,405
13	89,095	92,065	95,034	98,004	100,973	103,943	106,912	109,882	112,851	115,821
14	105,283	108,793	112,303	115,813	119,323	122,832	126,342	129,852	133,362	136,872
15	123,842	127,970	132,098	136,226	140,354	144,481	148,609	152,737	156,865	160,993

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,246	\$ 22,991	\$ 23,732	\$ 24,466	\$ 25,207	\$ 25,639	\$ 26,370	\$ 27,108	\$ 27,137	\$ 27,828
2	25,013	25,609	26,437	27,137	27,442	28,249	29,056	29,863	30,670	31,477
3	27,291	28,201	29,111	30,021	30,931	31,840	32,750	33,660	34,570	35,480
4	30,638	31,658	32,679	33,700	34,720	35,741	36,762	37,783	38,803	39,824
5	34,278	35,420	36,562	37,704	38,847	39,989	41,131	42,273	43,416	44,558
6	38,209	39,483	40,757	42,032	43,306	44,580	45,854	47,128	48,402	49,677
7	42,460	43,876	45,291	46,707	48,122	49,538	50,953	52,369	53,784	55,200
8	47,023	48,590	50,158	51,725	53,292	54,860	56,427	57,994	59,562	61,129
9	51,938	53,669	55,399	57,130	58,861	60,592	62,323	64,053	65,784	67,515
10	57,196	59,102	61,008	62,914	64,820	66,726	68,632	70,538	72,444	74,350
11	62,839	64,934	67,029	69,124	71,220	73,315	75,410	77,505	79,601	81,696
12	75,318	77,829	80,340	82,851	85,362	87,873	90,384	92,895	95,406	97,917
13	89,563	92,548	95,533	98,518	101,503	104,489	107,474	110,459	113,444	116,429
14	105,836	109,364	112,893	116,421	119,949	123,477	127,006	130,534	134,062	137,590
15	124,492	128,642	132,791	136,941	141,090	145,240	149,390	153,539	157,689	161,838

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,391	\$ 25,208	\$ 26,020	\$ 26,825	\$ 27,637	\$ 28,111	\$ 28,912	\$ 29,722	\$ 29,754	\$ 30,510
2	27,424	28,078	28,985	29,754	30,088	30,973	31,858	32,742	33,627	34,512
3	29,923	30,920	31,918	32,915	33,913	34,910	35,908	36,905	37,903	38,900
4	33,591	34,711	35,830	36,949	38,068	39,187	40,306	41,425	42,545	43,664
5	37,583	38,835	40,087	41,340	42,592	43,844	45,097	46,349	47,601	48,854
6	41,893	43,290	44,687	46,084	47,481	48,878	50,275	51,672	53,069	54,466
7	46,554	48,106	49,658	51,210	52,762	54,314	55,866	57,418	58,970	60,522
8	51,557	53,275	54,994	56,712	58,430	60,149	61,867	63,586	65,304	67,023
9	56,945	58,843	60,741	62,638	64,536	66,434	68,331	70,229	72,127	74,024
10	62,710	64,800	66,889	68,979	71,069	73,159	75,249	77,338	79,428	81,518
11	68,897	71,195	73,492	75,789	78,086	80,383	82,681	84,978	87,275	89,572
12	82,579	85,333	88,086	90,839	93,592	96,345	99,098	101,851	104,604	107,357
13	98,198	101,471	104,744	108,017	111,290	114,562	117,835	121,108	124,381	127,654
14	116,040	119,909	123,777	127,645	131,514	135,382	139,251	143,119	146,987	150,856
15	136,495	141,045	145,594	150,144	154,693	159,243	163,793	166,500 *	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,898	\$ 23,665	\$ 24,427	\$ 25,183	\$ 25,945	\$ 26,390	\$ 27,142	\$ 27,902	\$ 27,932	\$ 28,642
2	25,745	26,358	27,211	27,932	28,246	29,076	29,907	30,738	31,568	32,399
3	28,091	29,027	29,964	30,900	31,836	32,773	33,709	34,646	35,582	36,519
4	31,535	32,585	33,636	34,687	35,737	36,788	37,839	38,889	39,940	40,990
5	35,282	36,457	37,633	38,809	39,984	41,160	42,336	43,511	44,687	45,863
6	39,328	40,639	41,951	43,262	44,574	45,885	47,197	48,508	49,820	51,131
7	43,704	45,160	46,617	48,074	49,531	50,988	52,445	53,902	55,359	56,816
8	48,400	50,013	51,627	53,240	54,853	56,466	58,079	59,693	61,306	62,919
9	53,459	55,240	57,022	58,803	60,585	62,366	64,148	65,929	67,711	69,492
10	58,870	60,832	62,794	64,756	66,718	68,680	70,641	72,603	74,565	76,527
11	64,679	66,836	68,992	71,149	73,305	75,462	77,618	79,775	81,932	84,088
12	77,523	80,108	82,692	85,277	87,861	90,446	93,031	95,615	98,200	100,784
13	92,185	95,258	98,331	101,403	104,476	107,548	110,621	113,693	116,766	119,839
14	108,936	112,567	116,199	119,830	123,462	127,093	130,725	134,356	137,988	141,619
15	128,138	132,409	136,680	140,951	145,222	149,493	153,764	158,035	162,306	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,943	\$ 23,712	\$ 24,475	\$ 25,233	\$ 25,997	\$ 26,442	\$ 27,196	\$ 27,958	\$ 27,988	\$ 28,700
2	25,797	26,411	27,265	27,988	28,302	29,134	29,967	30,799	31,631	32,464
3	28,147	29,085	30,023	30,962	31,900	32,838	33,777	34,715	35,653	36,592
4	31,598	32,650	33,703	34,756	35,809	36,861	37,914	38,967	40,020	41,072
5	35,352	36,530	37,708	38,886	40,064	41,242	42,420	43,598	44,776	45,954
6	39,406	40,721	42,035	43,349	44,663	45,977	47,291	48,605	49,919	51,233
7	43,791	45,251	46,711	48,170	49,630	51,090	52,550	54,010	55,470	56,929
8	48,497	50,113	51,730	53,346	54,963	56,579	58,195	59,812	61,428	63,045
9	53,565	55,350	57,135	58,921	60,706	62,491	64,276	66,061	67,846	69,631
10	58,988	60,954	62,919	64,885	66,851	68,817	70,782	72,748	74,714	76,680
11	64,808	66,969	69,130	71,291	73,452	75,612	77,773	79,934	82,095	84,256
12	77,678	80,268	82,858	85,447	88,037	90,627	93,216	95,806	98,396	100,985
13	92,369	95,448	98,527	101,606	104,684	107,763	110,842	113,920	116,999	120,078
14	109,153	112,792	116,431	120,069	123,708	127,347	130,986	134,625	138,263	141,902
15	128,394	132,673	136,953	141,232	145,512	149,792	154,071	158,351	162,630	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,322	\$ 23,070	\$ 23,813	\$ 24,550	\$ 25,293	\$ 25,727	\$ 26,460	\$ 27,201	\$ 27,230	\$ 27,923
2	25,099	25,696	26,527	27,230	27,536	28,346	29,156	29,965	30,775	31,585
3	27,385	28,298	29,211	30,124	31,037	31,950	32,862	33,775	34,688	35,601
4	30,742	31,767	32,791	33,815	34,839	35,864	36,888	37,912	38,936	39,961
5	34,395	35,541	36,688	37,834	38,980	40,126	41,272	42,418	43,564	44,710
6	38,340	39,618	40,897	42,176	43,454	44,733	46,011	47,290	48,568	49,847
7	42,606	44,026	45,446	46,867	48,287	49,707	51,128	52,548	53,968	55,389
8	47,184	48,757	50,330	51,902	53,475	55,048	56,620	58,193	59,766	61,338
9	52,116	53,852	55,589	57,326	59,063	60,799	62,536	64,273	66,010	67,746
10	57,391	59,304	61,217	63,129	65,042	66,954	68,867	70,779	72,692	74,604
11	63,054	65,156	67,259	69,361	71,464	73,566	75,668	77,771	79,873	81,976
12	75,576	78,095	80,615	83,135	85,654	88,174	90,693	93,213	95,733	98,252
13	89,869	92,865	95,860	98,856	101,851	104,846	107,842	110,837	113,833	116,828
14	106,199	109,739	113,279	116,820	120,360	123,900	127,441	130,981	134,521	138,062
15	124,919	129,082	133,246	137,410	141,574	145,737	149,901	154,065	158,229	162,393

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,757	\$ 23,519	\$ 24,276	\$ 25,028	\$ 25,785	\$ 26,227	\$ 26,975	\$ 27,730	\$ 27,760	\$ 28,466
2	25,587	26,196	27,043	27,760	28,072	28,897	29,723	30,548	31,374	32,200
3	27,918	28,848	29,779	30,710	31,640	32,571	33,502	34,432	35,363	36,294
4	31,341	32,385	33,429	34,473	35,517	36,561	37,606	38,650	39,694	40,738
5	35,064	36,233	37,401	38,570	39,738	40,907	42,075	43,243	44,412	45,580
6	39,086	40,389	41,693	42,996	44,299	45,603	46,906	48,210	49,513	50,817
7	43,435	44,882	46,330	47,778	49,226	50,674	52,122	53,570	55,018	56,466
8	48,102	49,705	51,309	52,912	54,515	56,119	57,722	59,325	60,929	62,532
9	53,130	54,900	56,671	58,441	60,212	61,982	63,753	65,523	67,294	69,064
10	58,508	60,458	62,408	64,357	66,307	68,257	70,207	72,156	74,106	76,056
11	64,281	66,424	68,567	70,711	72,854	74,997	77,141	79,284	81,427	83,570
12	77,046	79,615	82,183	84,752	87,321	89,889	92,458	95,026	97,595	100,164
13	91,618	94,672	97,725	100,779	103,833	106,886	109,940	112,994	116,047	119,101
14	108,265	111,874	115,483	119,092	122,702	126,311	129,920	133,529	137,138	140,748
15	127,349	131,594	135,839	140,083	144,328	148,573	152,818	157,062	161,307	165,552

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,098	\$ 22,838	\$ 23,573	\$ 24,303	\$ 25,038	\$ 25,468	\$ 26,194	\$ 26,927	\$ 26,956	\$ 27,642
2	24,846	25,438	26,260	26,956	27,259	28,060	28,862	29,664	30,465	31,267
3	27,109	28,013	28,917	29,820	30,724	31,628	32,532	33,435	34,339	35,243
4	30,433	31,447	32,461	33,475	34,489	35,503	36,516	37,530	38,544	39,558
5	34,049	35,184	36,318	37,453	38,587	39,722	40,856	41,991	43,126	44,260
6	37,954	39,220	40,485	41,751	43,017	44,282	45,548	46,814	48,079	49,345
7	42,177	43,583	44,989	46,395	47,801	49,207	50,613	52,019	53,425	54,831
8	46,709	48,266	49,823	51,380	52,937	54,493	56,050	57,607	59,164	60,721
9	51,591	53,310	55,029	56,749	58,468	60,187	61,906	63,626	65,345	67,064
10	56,814	58,707	60,600	62,493	64,387	66,280	68,173	70,067	71,960	73,853
11	62,419	64,500	66,582	68,663	70,744	72,825	74,906	76,988	79,069	81,150
12	74,815	77,309	79,803	82,297	84,792	87,286	89,780	92,274	94,769	97,263
13	88,965	91,930	94,895	97,860	100,825	103,791	106,756	109,721	112,686	115,652
14	105,129	108,634	112,139	115,643	119,148	122,653	126,157	129,662	133,167	136,671
15	123,661	127,783	131,905	136,026	140,148	144,270	148,392	152,514	156,636	160,757

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,660	\$ 24,452	\$ 25,239	\$ 26,021	\$ 26,808	\$ 27,268	\$ 28,045	\$ 28,830	\$ 28,861	\$ 29,596
2	26,602	27,236	28,116	28,861	29,186	30,044	30,902	31,760	32,619	33,477
3	29,025	29,993	30,961	31,928	32,896	33,863	34,831	35,799	36,766	37,734
4	32,584	33,670	34,755	35,841	36,926	38,012	39,098	40,183	41,269	42,354
5	36,456	37,670	38,885	40,100	41,315	42,530	43,744	44,959	46,174	47,389
6	40,637	41,992	43,347	44,702	46,057	47,412	48,767	50,122	51,478	52,833
7	45,158	46,663	48,169	49,674	51,179	52,685	54,190	55,696	57,201	58,707
8	50,011	51,678	53,344	55,011	56,678	58,345	60,012	61,679	63,346	65,013
9	55,237	57,078	58,919	60,760	62,601	64,441	66,282	68,123	69,964	71,805
10	60,829	62,856	64,884	66,911	68,938	70,965	72,992	75,019	77,046	79,073
11	66,831	69,060	71,288	73,516	75,745	77,973	80,201	82,429	84,658	86,886
12	80,103	82,774	85,444	88,115	90,785	93,456	96,126	98,797	101,467	104,138
13	95,253	98,428	101,603	104,777	107,952	111,127	114,302	117,477	120,651	123,826
14	112,560	116,313	120,065	123,817	127,570	131,322	135,075	138,827	142,579	146,332
15	132,402	136,815	141,228	145,641	150,054	154,468	158,881	163,294	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,189	\$ 22,932	\$ 23,671	\$ 24,403	\$ 25,142	\$ 25,573	\$ 26,302	\$ 27,038	\$ 27,068	\$ 27,756
2	24,949	25,543	26,369	27,068	27,372	28,177	28,982	29,786	30,591	31,396
3	27,221	28,129	29,036	29,944	30,851	31,759	32,666	33,574	34,481	35,388
4	30,559	31,577	32,595	33,613	34,631	35,649	36,668	37,686	38,704	39,722
5	34,190	35,329	36,468	37,608	38,747	39,886	41,025	42,165	43,304	44,443
6	38,111	39,382	40,653	41,924	43,194	44,465	45,736	47,007	48,278	49,549
7	42,351	43,763	45,175	46,587	47,999	49,410	50,822	52,234	53,646	55,058
8	46,902	48,466	50,029	51,592	53,156	54,719	56,282	57,845	59,409	60,972
9	51,804	53,531	55,257	56,983	58,710	60,436	62,163	63,889	65,615	67,342
10	57,049	58,950	60,851	62,752	64,653	66,554	68,455	70,356	72,258	74,159
11	62,677	64,767	66,857	68,947	71,037	73,127	75,216	77,306	79,396	81,486
12	75,124	77,629	80,133	82,638	85,143	87,647	90,152	92,656	95,161	97,665
13	89,333	92,310	95,288	98,265	101,243	104,220	107,198	110,175	113,153	116,130
14	105,564	109,084	112,603	116,122	119,641	123,160	126,679	130,199	133,718	137,237
15	124,173	128,311	132,450	136,589	140,728	144,867	149,006	153,145	157,284	161,423

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,593	\$ 23,350	\$ 24,102	\$ 24,848	\$ 25,600	\$ 26,038	\$ 26,781	\$ 27,531	\$ 27,560	\$ 28,261
2	25,403	26,008	26,849	27,560	27,870	28,689	29,509	30,329	31,148	31,968
3	27,717	28,641	29,565	30,489	31,413	32,337	33,261	34,185	35,109	36,033
4	31,115	32,152	33,188	34,225	35,262	36,298	37,335	38,372	39,408	40,445
5	34,812	35,972	37,132	38,292	39,452	40,612	41,772	42,932	44,092	45,252
6	38,804	40,098	41,393	42,687	43,981	45,275	46,569	47,863	49,157	50,451
7	43,122	44,559	45,997	47,435	48,872	50,310	51,747	53,185	54,622	56,060
8	47,756	49,348	50,939	52,531	54,123	55,715	57,306	58,898	60,490	62,082
9	52,747	54,505	56,263	58,020	59,778	61,536	63,294	65,052	66,809	68,567
10	58,087	60,023	61,958	63,894	65,830	67,765	69,701	71,637	73,573	75,508
11	63,818	65,946	68,074	70,202	72,330	74,457	76,585	78,713	80,841	82,969
12	76,492	79,042	81,592	84,142	86,692	89,242	91,792	94,342	96,893	99,443
13	90,958	93,990	97,022	100,053	103,085	106,117	109,148	112,180	115,212	118,243
14	107,486	111,069	114,652	118,235	121,818	125,402	128,985	132,568	136,151	139,734
15	126,432	130,647	134,861	139,075	143,289	147,503	151,718	155,932	160,146	164,360

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,058	\$ 24,863	\$ 25,664	\$ 26,459	\$ 27,259	\$ 27,727	\$ 28,517	\$ 29,315	\$ 29,347	\$ 30,094
2	27,050	27,694	28,589	29,347	29,677	30,549	31,422	32,295	33,168	34,040
3	29,514	30,498	31,482	32,465	33,449	34,433	35,417	36,401	37,385	38,369
4	33,132	34,236	35,340	36,444	37,548	38,652	39,755	40,859	41,963	43,067
5	37,069	38,304	39,539	40,775	42,010	43,245	44,480	45,716	46,951	48,186
6	41,320	42,698	44,076	45,454	46,832	48,210	49,588	50,966	52,344	53,722
7	45,918	47,448	48,979	50,510	52,041	53,571	55,102	56,633	58,164	59,694
8	50,852	52,547	54,242	55,937	57,632	59,327	61,022	62,717	64,412	66,107
9	56,167	58,039	59,910	61,782	63,654	65,526	67,397	69,269	71,141	73,013
10	61,853	63,914	65,975	68,037	70,098	72,159	74,220	76,281	78,343	80,404
11	67,956	70,222	72,487	74,753	77,019	79,285	81,551	83,816	86,082	88,348
12	81,451	84,166	86,882	89,597	92,313	95,028	97,744	100,459	103,174	105,890
13	96,856	100,084	103,312	106,540	109,769	112,997	116,225	119,453	122,682	125,910
14	114,454	118,270	122,085	125,901	129,716	133,532	137,347	141,163	144,979	148,794
15	134,629	139,117	143,604	148,092	152,579	157,067	161,554	166,042	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,155	\$ 24,964	\$ 25,768	\$ 26,565	\$ 27,369	\$ 27,839	\$ 28,632	\$ 29,434	\$ 29,466	\$ 30,215
2	27,159	27,806	28,705	29,466	29,797	30,673	31,549	32,425	33,302	34,178
3	29,633	30,621	31,609	32,597	33,584	34,572	35,560	36,548	37,536	38,524
4	33,266	34,374	35,483	36,591	37,699	38,808	39,916	41,024	42,133	43,241
5	37,219	38,459	39,699	40,939	42,180	43,420	44,660	45,900	47,140	48,381
6	41,487	42,871	44,254	45,638	47,021	48,405	49,788	51,172	52,555	53,939
7	46,103	47,640	49,177	50,714	52,251	53,788	55,325	56,862	58,399	59,935
8	51,058	52,759	54,461	56,163	57,865	59,566	61,268	62,970	64,672	66,374
9	56,394	58,273	60,152	62,032	63,911	65,790	67,670	69,549	71,428	73,308
10	62,103	64,172	66,242	68,311	70,381	72,450	74,520	76,589	78,659	80,729
11	68,230	70,505	72,780	75,055	77,330	79,605	81,880	84,155	86,430	88,705
12	81,780	84,506	87,233	89,959	92,685	95,412	98,138	100,865	103,591	106,318
13	97,247	100,488	103,729	106,971	110,212	113,453	116,694	119,936	123,177	126,418
14	114,916	118,747	122,578	126,409	130,240	134,071	137,902	141,733	145,564	149,395
15	135,173	139,679	144,184	148,690	153,195	157,701	162,206	166,500 *	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,219	\$ 22,964	\$ 23,703	\$ 24,437	\$ 25,177	\$ 25,608	\$ 26,338	\$ 27,076	\$ 27,105	\$ 27,794
2	24,983	25,578	26,405	27,105	27,409	28,215	29,021	29,827	30,633	31,440
3	27,259	28,167	29,076	29,985	30,894	31,802	32,711	33,620	34,528	35,437
4	30,601	31,620	32,640	33,659	34,679	35,698	36,718	37,737	38,757	39,776
5	34,237	35,378	36,518	37,659	38,800	39,941	41,082	42,223	43,363	44,504
6	38,163	39,436	40,709	41,981	43,254	44,526	45,799	47,072	48,344	49,617
7	42,409	43,823	45,237	46,651	48,064	49,478	50,892	52,306	53,720	55,133
8	46,967	48,532	50,098	51,663	53,229	54,794	56,359	57,925	59,490	61,056
9	51,875	53,604	55,333	57,062	58,790	60,519	62,248	63,977	65,705	67,434
10	57,127	59,031	60,934	62,838	64,742	66,646	68,549	70,453	72,357	74,261
11	62,764	64,856	66,949	69,042	71,134	73,227	75,320	77,412	79,505	81,598
12	75,228	77,736	80,244	82,752	85,259	87,767	90,275	92,783	95,291	97,799
13	89,455	92,437	95,419	98,400	101,382	104,363	107,345	110,326	113,308	116,290
14	105,709	109,233	112,757	116,281	119,805	123,329	126,853	130,377	133,901	137,425
15	124,343	128,488	132,632	136,777	140,921	145,066	149,211	153,355	157,500	161,644

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,547	\$ 25,369	\$ 26,186	\$ 26,997	\$ 27,814	\$ 28,291	\$ 29,098	\$ 29,912	\$ 29,944	\$ 30,706
2	27,600	28,257	29,171	29,944	30,281	31,171	32,062	32,952	33,843	34,733
3	30,114	31,118	32,122	33,126	34,130	35,134	36,138	37,142	38,146	39,149
4	33,806	34,933	36,059	37,185	38,312	39,438	40,564	41,691	42,817	43,943
5	37,823	39,084	40,344	41,604	42,865	44,125	45,385	46,646	47,906	49,166
6	42,161	43,567	44,973	46,379	47,785	49,191	50,597	52,003	53,409	54,815
7	46,852	48,414	49,976	51,538	53,100	54,661	56,223	57,785	59,347	60,909
8	51,887	53,616	55,346	57,075	58,805	60,534	62,264	63,993	65,722	67,452
9	57,310	59,220	61,129	63,039	64,949	66,859	68,769	70,679	72,589	74,498
10	63,112	65,215	67,318	69,421	71,524	73,627	75,730	77,834	79,937	82,040
11	69,339	71,650	73,962	76,274	78,586	80,898	83,210	85,522	87,834	90,146
12	83,108	85,879	88,650	91,420	94,191	96,962	99,732	102,503	105,274	108,045
13	98,827	102,120	105,414	108,708	112,002	115,296	118,590	121,884	125,178	128,472
14	116,783	120,676	124,570	128,463	132,356	136,249	140,142	144,035	147,929	151,822
15	137,369	141,948	146,526	151,105	155,684	160,263	164,841	166,500 *	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,246	\$ 26,092	\$ 26,932	\$ 27,766	\$ 28,606	\$ 29,097	\$ 29,926	\$ 30,764	\$ 30,797	\$ 31,580
2	28,386	29,062	30,002	30,797	31,143	32,059	32,975	33,890	34,806	35,722
3	30,972	32,004	33,037	34,069	35,102	36,134	37,167	38,199	39,232	40,264
4	34,769	35,928	37,086	38,244	39,403	40,561	41,720	42,878	44,036	45,195
5	38,900	40,197	41,493	42,789	44,085	45,382	46,678	47,974	49,270	50,567
6	43,362	44,808	46,254	47,700	49,146	50,592	52,038	53,484	54,930	56,376
7	48,186	49,793	51,399	53,005	54,612	56,218	57,825	59,431	61,037	62,644
8	53,365	55,143	56,922	58,701	60,479	62,258	64,037	65,815	67,594	69,373
9	58,942	60,906	62,870	64,835	66,799	68,763	70,727	72,692	74,656	76,620
10	64,909	67,072	69,235	71,398	73,561	75,724	77,887	80,050	82,213	84,376
11	71,313	73,691	76,069	78,446	80,824	83,202	85,580	87,958	90,335	92,713
12	85,475	88,325	91,174	94,024	96,873	99,723	102,573	105,422	108,272	111,122
13	101,641	105,029	108,416	111,804	115,192	118,580	121,967	125,355	128,743	132,130
14	120,109	124,113	128,117	132,121	136,125	140,129	144,133	148,137	152,141	156,145
15	141,281	145,990	150,699	155,408	160,118	164,827	166,500 *	166,500 *	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,701	\$ 23,462	\$ 24,217	\$ 24,967	\$ 25,723	\$ 26,164	\$ 26,910	\$ 27,663	\$ 27,693	\$ 28,397
2	25,525	26,133	26,978	27,693	28,004	28,827	29,651	30,474	31,298	32,121
3	27,850	28,778	29,707	30,635	31,564	32,492	33,420	34,349	35,277	36,206
4	31,264	32,306	33,348	34,389	35,431	36,473	37,514	38,556	39,598	40,639
5	34,979	36,145	37,310	38,476	39,642	40,807	41,973	43,138	44,304	45,470
6	38,991	40,291	41,591	42,892	44,192	45,492	46,792	48,093	49,393	50,693
7	43,329	44,774	46,218	47,662	49,107	50,551	51,996	53,440	54,885	56,329
8	47,985	49,585	51,184	52,784	54,383	55,982	57,582	59,181	60,781	62,380
9	53,001	54,767	56,533	58,299	60,066	61,832	63,598	65,364	67,131	68,897
10	58,366	60,311	62,256	64,201	66,146	68,091	70,036	71,981	73,926	75,871
11	64,125	66,263	68,401	70,539	72,677	74,815	76,953	79,091	81,230	83,368
12	76,859	79,422	81,984	84,546	87,109	89,671	92,233	94,796	97,358	99,921
13	91,396	94,442	97,488	100,534	103,581	106,627	109,673	112,719	115,765	118,812
14	108,002	111,603	115,203	118,803	122,404	126,004	129,605	133,205	136,806	140,406
15	127,040	131,274	135,509	139,743	143,978	148,212	152,447	156,681	160,916	165,150

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,204	\$ 22,948	\$ 23,687	\$ 24,420	\$ 25,159	\$ 25,591	\$ 26,320	\$ 27,057	\$ 27,086	\$ 27,775
2	24,966	25,560	26,387	27,086	27,390	28,196	29,001	29,807	30,612	31,418
3	27,240	28,148	29,056	29,964	30,872	31,780	32,689	33,597	34,505	35,413
4	30,580	31,599	32,617	33,636	34,655	35,674	36,693	37,712	38,730	39,749
5	34,213	35,353	36,493	37,633	38,774	39,914	41,054	42,194	43,334	44,474
6	38,137	39,409	40,681	41,952	43,224	44,496	45,768	47,039	48,311	49,583
7	42,380	43,793	45,206	46,619	48,032	49,444	50,857	52,270	53,683	55,096
8	46,935	48,499	50,063	51,628	53,192	54,756	56,321	57,885	59,450	61,014
9	51,840	53,567	55,295	57,023	58,750	60,478	62,205	63,933	65,660	67,388
10	57,088	58,990	60,893	62,795	64,698	66,600	68,502	70,405	72,307	74,210
11	62,720	64,812	66,903	68,994	71,086	73,177	75,268	77,359	79,451	81,542
12	75,176	77,682	80,189	82,695	85,201	87,707	90,214	92,720	95,226	97,732
13	89,394	92,374	95,353	98,333	101,312	104,292	107,271	110,251	113,230	116,210
14	105,637	109,158	112,680	116,202	119,723	123,245	126,766	130,288	133,810	137,331
15	124,258	128,400	132,541	136,683	140,825	144,966	149,108	153,250	157,392	161,533

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,210	\$ 22,954	\$ 23,693	\$ 24,427	\$ 25,166	\$ 25,597	\$ 26,327	\$ 27,064	\$ 27,093	\$ 27,782
2	24,972	25,567	26,394	27,093	27,398	28,203	29,009	29,815	30,620	31,426
3	27,247	28,155	29,064	29,972	30,880	31,789	32,697	33,605	34,514	35,422
4	30,588	31,607	32,626	33,645	34,664	35,683	36,702	37,721	38,740	39,759
5	34,222	35,362	36,503	37,643	38,783	39,924	41,064	42,205	43,345	44,485
6	38,147	39,419	40,691	41,963	43,235	44,507	45,779	47,052	48,324	49,596
7	42,391	43,804	45,217	46,631	48,044	49,457	50,870	52,283	53,697	55,110
8	46,947	48,511	50,076	51,641	53,206	54,771	56,335	57,900	59,465	61,030
9	51,853	53,581	55,309	57,037	58,765	60,493	62,221	63,949	65,677	67,405
10	57,103	59,005	60,908	62,811	64,714	66,617	68,520	70,423	72,326	74,229
11	62,737	64,828	66,920	69,012	71,104	73,196	75,287	77,379	79,471	81,563
12	75,195	77,702	80,209	82,716	85,223	87,730	90,237	92,744	95,251	97,757
13	89,417	92,397	95,378	98,358	101,338	104,319	107,299	110,279	113,259	116,240
14	105,664	109,187	112,709	116,232	119,754	123,277	126,799	130,321	133,844	137,366
15	124,290	128,433	132,575	136,718	140,861	145,004	149,147	153,289	157,432	161,575

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,519	\$ 23,273	\$ 24,022	\$ 24,766	\$ 25,515	\$ 25,953	\$ 26,693	\$ 27,440	\$ 27,470	\$ 28,168
2	25,319	25,922	26,760	27,470	27,778	28,595	29,412	30,229	31,046	31,863
3	27,626	28,547	29,468	30,388	31,309	32,230	33,151	34,072	34,993	35,914
4	31,013	32,046	33,079	34,112	35,146	36,179	37,212	38,245	39,279	40,312
5	34,698	35,854	37,010	38,166	39,322	40,479	41,635	42,791	43,947	45,103
6	38,677	39,967	41,256	42,546	43,836	45,126	46,416	47,705	48,995	50,285
7	42,980	44,413	45,846	47,279	48,711	50,144	51,577	53,010	54,443	55,876
8	47,599	49,185	50,772	52,358	53,945	55,531	57,118	58,705	60,291	61,878
9	52,574	54,326	56,078	57,830	59,582	61,334	63,086	64,838	66,590	68,342
10	57,896	59,825	61,755	63,684	65,613	67,543	69,472	71,401	73,331	75,260
11	63,608	65,729	67,850	69,971	72,092	74,213	76,333	78,454	80,575	82,696
12	76,240	78,782	81,324	83,865	86,407	88,949	91,490	94,032	96,574	99,116
13	90,659	93,681	96,703	99,724	102,746	105,768	108,790	111,811	114,833	117,855
14	107,132	110,704	114,275	117,846	121,418	124,989	128,561	132,132	135,704	139,275
15	126,017	130,217	134,417	138,618	142,818	147,018	151,219	155,419	159,619	163,820

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,294	\$ 23,040	\$ 23,783	\$ 24,519	\$ 25,261	\$ 25,694	\$ 26,426	\$ 27,166	\$ 27,195	\$ 27,887
2	25,066	25,663	26,493	27,195	27,501	28,310	29,118	29,927	30,736	31,545
3	27,350	28,262	29,173	30,085	30,997	31,909	32,820	33,732	34,644	35,556
4	30,703	31,726	32,749	33,772	34,795	35,818	36,841	37,864	38,887	39,909
5	34,351	35,496	36,641	37,785	38,930	40,074	41,219	42,364	43,508	44,653
6	38,291	39,568	40,845	42,122	43,398	44,675	45,952	47,229	48,506	49,783
7	42,551	43,970	45,388	46,807	48,225	49,644	51,062	52,481	53,899	55,318
8	47,124	48,694	50,265	51,836	53,407	54,977	56,548	58,119	59,689	61,260
9	52,049	53,783	55,518	57,252	58,987	60,722	62,456	64,191	65,925	67,660
10	57,318	59,228	61,138	63,048	64,958	66,868	68,779	70,689	72,599	74,509
11	62,973	65,073	67,173	69,272	71,372	73,472	75,572	77,671	79,771	81,871
12	75,479	77,995	80,512	83,028	85,545	88,061	90,577	93,094	95,610	98,126
13	89,754	92,746	95,738	98,729	101,721	104,712	107,704	110,695	113,687	116,678
14	106,063	109,599	113,134	116,670	120,206	123,742	127,277	130,813	134,349	137,885
15	124,759	128,917	133,076	137,234	141,393	145,551	149,709	153,868	158,026	162,185

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,042	\$ 25,881	\$ 26,715	\$ 27,542	\$ 28,375	\$ 28,862	\$ 29,685	\$ 30,516	\$ 30,548	\$ 31,325
2	28,157	28,827	29,760	30,548	30,892	31,800	32,708	33,617	34,525	35,434
3	30,722	31,746	32,770	33,794	34,819	35,843	36,867	37,891	38,915	39,939
4	34,489	35,638	36,787	37,936	39,085	40,234	41,383	42,532	43,681	44,830
5	38,586	39,872	41,158	42,444	43,730	45,015	46,301	47,587	48,873	50,158
6	43,012	44,446	45,880	47,315	48,749	50,183	51,618	53,052	54,486	55,921
7	47,797	49,391	50,984	52,577	54,171	55,764	57,358	58,951	60,545	62,138
8	52,934	54,698	56,462	58,227	59,991	61,755	63,520	65,284	67,048	68,813
9	58,466	60,414	62,363	64,311	66,260	68,208	70,156	72,105	74,053	76,001
10	64,385	66,530	68,676	70,822	72,967	75,113	77,258	79,404	81,550	83,695
11	70,737	73,096	75,455	77,813	80,172	82,530	84,889	87,247	89,606	91,965
12	84,785	87,612	90,438	93,265	96,091	98,918	101,745	104,571	107,398	110,224
13	100,820	104,181	107,541	110,902	114,262	117,622	120,983	124,343	127,703	131,064
14	119,139	123,111	127,083	131,055	135,026	138,998	142,970	146,941	150,913	154,885
15	140,140	144,812	149,483	154,154	158,825	163,496	166,500 *	166,500 *	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,452	\$ 24,237	\$ 25,018	\$ 25,792	\$ 26,573	\$ 27,029	\$ 27,799	\$ 28,577	\$ 28,608	\$ 29,336
2	26,369	26,997	27,869	28,608	28,930	29,780	30,631	31,482	32,333	33,183
3	28,771	29,730	30,689	31,648	32,607	33,566	34,525	35,484	36,444	37,403
4	32,298	33,374	34,450	35,526	36,602	37,678	38,754	39,831	40,907	41,983
5	36,136	37,340	38,544	39,748	40,952	42,156	43,360	44,565	45,769	46,973
6	40,280	41,623	42,966	44,310	45,653	46,996	48,339	49,683	51,026	52,369
7	44,762	46,254	47,746	49,238	50,730	52,223	53,715	55,207	56,699	58,191
8	49,572	51,224	52,876	54,529	56,181	57,833	59,485	61,138	62,790	64,442
9	54,753	56,577	58,402	60,227	62,051	63,876	65,701	67,525	69,350	71,174
10	60,296	62,305	64,314	66,324	68,333	70,342	72,351	74,361	76,370	78,379
11	66,245	68,453	70,662	72,871	75,080	77,289	79,497	81,706	83,915	86,124
12	79,400	82,047	84,694	87,341	89,988	92,635	95,283	97,930	100,577	103,224
13	94,417	97,564	100,711	103,858	107,005	110,152	113,299	116,446	119,593	122,740
14	111,573	115,292	119,011	122,731	126,450	130,170	133,889	137,609	141,328	145,048
15	131,240	135,614	139,989	144,363	148,738	153,112	157,486	161,861	166,235	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,968	\$ 23,737	\$ 24,502	\$ 25,260	\$ 26,025	\$ 26,471	\$ 27,226	\$ 27,988	\$ 28,018	\$ 28,731
2	25,825	26,440	27,294	28,018	28,333	29,166	29,999	30,832	31,666	32,499
3	28,177	29,116	30,056	30,995	31,934	32,874	33,813	34,752	35,692	36,631
4	31,632	32,686	33,739	34,793	35,847	36,901	37,955	39,009	40,063	41,117
5	35,390	36,570	37,749	38,928	40,107	41,287	42,466	43,645	44,824	46,004
6	39,449	40,764	42,080	43,396	44,711	46,027	47,342	48,658	49,973	51,289
7	43,838	45,299	46,761	48,222	49,684	51,145	52,607	54,068	55,530	56,991
8	48,549	50,167	51,785	53,404	55,022	56,640	58,258	59,876	61,495	63,113
9	53,623	55,410	57,197	58,984	60,771	62,558	64,345	66,132	67,919	69,706
10	59,052	61,020	62,987	64,955	66,923	68,891	70,859	72,827	74,795	76,762
11	64,878	67,041	69,204	71,368	73,531	75,694	77,857	80,021	82,184	84,347
12	77,762	80,355	82,947	85,539	88,132	90,724	93,317	95,909	98,502	101,094
13	92,469	95,551	98,633	101,715	104,797	107,879	110,961	114,043	117,125	120,207
14	109,271	112,914	116,556	120,199	123,842	127,484	131,127	134,770	138,413	142,055
15	128,532	132,816	137,101	141,385	145,669	149,953	154,237	158,522	162,806	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,620	\$ 24,411	\$ 25,197	\$ 25,977	\$ 26,763	\$ 27,222	\$ 27,998	\$ 28,782	\$ 28,813	\$ 29,545
2	26,557	27,189	28,069	28,813	29,136	29,993	30,850	31,707	32,564	33,420
3	28,976	29,942	30,908	31,874	32,840	33,806	34,772	35,738	36,704	37,670
4	32,529	33,613	34,696	35,780	36,864	37,948	39,031	40,115	41,199	42,283
5	36,394	37,607	38,819	40,032	41,245	42,458	43,670	44,883	46,096	47,308
6	40,568	41,921	43,274	44,626	45,979	47,332	48,685	50,038	51,391	52,743
7	45,081	46,584	48,087	49,590	51,093	52,596	54,099	55,602	57,104	58,607
8	49,926	51,590	53,254	54,918	56,582	58,247	59,911	61,575	63,239	64,903
9	55,144	56,982	58,819	60,657	62,495	64,332	66,170	68,008	69,845	71,683
10	60,727	62,750	64,774	66,798	68,821	70,845	72,869	74,892	76,916	78,940
11	66,718	68,943	71,167	73,392	75,616	77,841	80,066	82,290	84,515	86,739
12	79,968	82,634	85,300	87,966	90,632	93,298	95,964	98,630	101,296	103,962
13	95,092	98,261	101,431	104,600	107,770	110,939	114,109	117,278	120,447	123,617
14	112,370	116,116	119,862	123,608	127,354	131,100	134,846	138,592	142,338	146,084
15	132,178	136,584	140,989	145,395	149,801	154,206	158,612	163,018	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,345	\$ 26,194	\$ 27,038	\$ 27,875	\$ 28,718	\$ 29,211	\$ 30,044	\$ 30,885	\$ 30,918	\$ 31,704
2	28,497	29,176	30,119	30,918	31,265	32,185	33,104	34,023	34,943	35,862
3	31,093	32,130	33,167	34,203	35,240	36,276	37,313	38,349	39,386	40,422
4	34,906	36,069	37,232	38,394	39,557	40,720	41,883	43,046	44,209	45,372
5	39,053	40,354	41,656	42,957	44,258	45,560	46,861	48,162	49,464	50,765
6	43,532	44,984	46,435	47,887	49,339	50,790	52,242	53,694	55,145	56,597
7	48,375	49,988	51,601	53,213	54,826	56,439	58,051	59,664	61,277	62,889
8	53,574	55,360	57,145	58,931	60,717	62,502	64,288	66,074	67,859	69,645
9	59,173	61,145	63,117	65,089	67,061	69,033	71,005	72,977	74,949	76,921
10	65,163	67,335	69,507	71,678	73,850	76,021	78,193	80,364	82,536	84,707
11	71,593	73,980	76,367	78,754	81,141	83,528	85,916	88,303	90,690	93,077
12	85,810	88,671	91,532	94,393	97,254	100,114	102,975	105,836	108,697	111,558
13	102,040	105,441	108,842	112,243	115,644	119,045	122,446	125,847	129,248	132,649
14	120,580	124,600	128,620	132,640	136,659	140,679	144,699	148,719	152,738	156,758
15	141,835	146,563	151,291	156,018	160,746	165,473	166,500 *	166,500 *	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,071	\$ 22,810	\$ 23,545	\$ 24,274	\$ 25,008	\$ 25,437	\$ 26,162	\$ 26,895	\$ 26,924	\$ 27,608
2	24,816	25,407	26,228	26,924	27,226	28,027	28,827	29,628	30,429	31,229
3	27,077	27,979	28,882	29,784	30,687	31,590	32,492	33,395	34,298	35,200
4	30,396	31,409	32,422	33,434	34,447	35,460	36,472	37,485	38,498	39,511
5	34,008	35,141	36,274	37,407	38,541	39,674	40,807	41,940	43,074	44,207
6	37,908	39,172	40,436	41,700	42,965	44,229	45,493	46,757	48,021	49,285
7	42,126	43,530	44,934	46,339	47,743	49,147	50,552	51,956	53,360	54,765
8	46,653	48,208	49,763	51,318	52,873	54,428	55,983	57,538	59,093	60,648
9	51,529	53,246	54,963	56,680	58,397	60,115	61,832	63,549	65,266	66,983
10	56,745	58,636	60,527	62,418	64,309	66,200	68,091	69,982	71,873	73,764
11	62,344	64,423	66,501	68,580	70,659	72,737	74,816	76,895	78,974	81,052
12	74,725	77,216	79,707	82,198	84,689	87,181	89,672	92,163	94,654	97,145
13	88,857	91,819	94,781	97,742	100,704	103,665	106,627	109,589	112,550	115,512
14	105,003	108,503	112,003	115,504	119,004	122,505	126,005	129,506	133,006	136,506
15	123,512	127,628	131,745	135,862	139,979	144,096	148,213	152,330	156,447	160,563

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,159	\$ 22,901	\$ 23,638	\$ 24,370	\$ 25,108	\$ 25,538	\$ 26,266	\$ 27,001	\$ 27,030	\$ 27,718
2	24,914	25,508	26,332	27,030	27,334	28,138	28,942	29,746	30,549	31,353
3	27,184	28,090	28,996	29,903	30,809	31,715	32,621	33,527	34,434	35,340
4	30,517	31,534	32,550	33,567	34,584	35,600	36,617	37,634	38,651	39,667
5	34,143	35,281	36,418	37,556	38,694	39,831	40,969	42,107	43,245	44,382
6	38,059	39,328	40,597	41,866	43,135	44,404	45,673	46,943	48,212	49,481
7	42,293	43,703	45,113	46,523	47,933	49,343	50,752	52,162	53,572	54,982
8	46,838	48,399	49,960	51,521	53,083	54,644	56,205	57,766	59,327	60,888
9	51,733	53,457	55,181	56,905	58,629	60,353	62,077	63,801	65,525	67,249
10	56,970	58,869	60,767	62,666	64,564	66,463	68,361	70,260	72,158	74,057
11	62,591	64,678	66,765	68,852	70,939	73,026	75,113	77,200	79,287	81,374
12	75,021	77,522	80,023	82,525	85,026	87,527	90,028	92,529	95,030	97,531
13	89,210	92,183	95,157	98,130	101,104	104,077	107,050	110,024	112,997	115,971
14	105,419	108,934	112,448	115,962	119,477	122,991	126,505	130,020	133,534	137,048
15	124,002	128,135	132,268	136,402	140,535	144,668	148,801	152,934	157,068	161,201

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,867	\$ 24,667	\$ 25,461	\$ 26,249	\$ 27,043	\$ 27,507	\$ 28,291	\$ 29,083	\$ 29,115	\$ 29,855
2	26,836	27,475	28,363	29,115	29,442	30,308	31,173	32,039	32,905	33,771
3	29,280	30,256	31,232	32,208	33,184	34,161	35,137	36,113	37,089	38,065
4	32,870	33,965	35,060	36,155	37,250	38,346	39,441	40,536	41,631	42,726
5	36,776	38,001	39,226	40,452	41,677	42,903	44,128	45,354	46,579	47,804
6	40,993	42,360	43,727	45,094	46,461	47,828	49,195	50,562	51,929	53,296
7	45,554	47,073	48,591	50,110	51,629	53,147	54,666	56,185	57,703	59,222
8	50,450	52,131	53,813	55,494	57,176	58,857	60,539	62,220	63,902	65,583
9	55,722	57,579	59,436	61,293	63,150	65,007	66,864	68,721	70,578	72,435
10	61,363	63,408	65,453	67,498	69,543	71,588	73,633	75,677	77,722	79,767
11	67,418	69,666	71,913	74,161	76,409	78,657	80,905	83,153	85,401	87,649
12	80,806	83,500	86,194	88,888	91,582	94,276	96,970	99,664	102,358	105,052
13	96,089	99,291	102,494	105,697	108,899	112,102	115,305	118,507	121,710	124,913
14	113,548	117,333	121,119	124,904	128,689	132,475	136,260	140,045	143,831	147,616
15	133,564	138,015	142,467	146,919	151,371	155,823	160,275	164,727	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,781	\$ 23,544	\$ 24,303	\$ 25,055	\$ 25,813	\$ 26,256	\$ 27,004	\$ 27,760	\$ 27,790	\$ 28,497
2	25,615	26,225	27,073	27,790	28,102	28,929	29,755	30,582	31,408	32,235
3	27,948	28,880	29,811	30,743	31,675	32,607	33,538	34,470	35,402	36,333
4	31,375	32,420	33,465	34,511	35,556	36,601	37,646	38,692	39,737	40,782
5	35,103	36,272	37,442	38,612	39,781	40,951	42,121	43,290	44,460	45,630
6	39,128	40,433	41,738	43,043	44,348	45,653	46,957	48,262	49,567	50,872
7	43,482	44,931	46,381	47,830	49,280	50,730	52,179	53,629	55,078	56,528
8	48,155	49,760	51,365	52,970	54,575	56,180	57,785	59,390	60,995	62,600
9	53,187	54,960	56,732	58,505	60,277	62,050	63,822	65,595	67,367	69,140
10	58,572	60,524	62,475	64,427	66,379	68,331	70,283	72,235	74,187	76,139
11	64,351	66,496	68,642	70,788	72,933	75,079	77,225	79,370	81,516	83,661
12	77,130	79,701	82,273	84,844	87,416	89,987	92,558	95,130	97,701	100,273
13	91,718	94,775	97,832	100,889	103,946	107,003	110,060	113,116	116,173	119,230
14	108,383	111,996	115,609	119,222	122,835	126,448	130,061	133,675	137,288	140,901
15	127,488	131,737	135,986	140,236	144,485	148,735	152,984	157,233	161,483	165,732

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,640	\$ 23,399	\$ 24,152	\$ 24,900	\$ 25,654	\$ 26,093	\$ 26,837	\$ 27,589	\$ 27,618	\$ 28,321
2	25,456	26,062	26,905	27,618	27,929	28,750	29,571	30,393	31,214	32,035
3	27,775	28,701	29,627	30,553	31,479	32,405	33,331	34,257	35,183	36,108
4	31,181	32,219	33,258	34,297	35,336	36,375	37,414	38,452	39,491	40,530
5	34,885	36,048	37,210	38,373	39,535	40,698	41,860	43,023	44,185	45,347
6	38,886	40,183	41,480	42,777	44,073	45,370	46,667	47,964	49,260	50,557
7	43,213	44,653	46,094	47,534	48,975	50,416	51,856	53,297	54,737	56,178
8	47,857	49,452	51,047	52,642	54,237	55,832	57,427	59,022	60,617	62,213
9	52,858	54,620	56,381	58,143	59,904	61,666	63,427	65,189	66,950	68,712
10	58,209	60,149	62,089	64,029	65,968	67,908	69,848	71,788	73,728	75,667
11	63,953	66,085	68,217	70,350	72,482	74,614	76,747	78,879	81,011	83,144
12	76,653	79,208	81,764	84,319	86,875	89,430	91,986	94,541	97,097	99,652
13	91,150	94,188	97,226	100,264	103,302	106,340	109,379	112,417	115,455	118,493
14	107,712	111,303	114,894	118,484	122,075	125,666	129,257	132,847	136,438	140,029
15	126,699	130,922	135,145	139,368	143,591	147,814	152,037	156,260	160,484	164,707

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,454	\$ 24,239	\$ 25,020	\$ 25,795	\$ 26,575	\$ 27,031	\$ 27,802	\$ 28,580	\$ 28,610	\$ 29,338
2	26,371	26,999	27,872	28,610	28,932	29,783	30,634	31,484	32,335	33,186
3	28,773	29,732	30,691	31,651	32,610	33,569	34,528	35,487	36,446	37,406
4	32,301	33,377	34,453	35,529	36,605	37,681	38,758	39,834	40,910	41,986
5	36,139	37,343	38,547	39,751	40,956	42,160	43,364	44,568	45,772	46,977
6	40,283	41,627	42,970	44,313	45,657	47,000	48,343	49,687	51,030	52,373
7	44,765	46,257	47,750	49,242	50,734	52,227	53,719	55,211	56,704	58,196
8	49,576	51,228	52,881	54,533	56,185	57,838	59,490	61,143	62,795	64,447
9	54,757	56,582	58,407	60,232	62,056	63,881	65,706	67,531	69,355	71,180
10	60,300	62,310	64,319	66,329	68,338	70,348	72,357	74,367	76,376	78,386
11	66,250	68,459	70,668	72,877	75,086	77,295	79,504	81,713	83,922	86,131
12	79,407	82,054	84,701	87,348	89,996	92,643	95,290	97,938	100,585	103,232
13	94,425	97,572	100,719	103,866	107,014	110,161	113,308	116,455	119,602	122,750
14	111,582	115,301	119,021	122,741	126,461	130,180	133,900	137,620	141,340	145,059
15	131,250	135,625	140,000	144,375	148,750	153,124	157,499	161,874	166,249	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,856	\$ 23,621	\$ 24,382	\$ 25,137	\$ 25,897	\$ 26,341	\$ 27,093	\$ 27,851	\$ 27,881	\$ 28,590
2	25,698	26,310	27,161	27,881	28,194	29,023	29,852	30,681	31,511	32,340
3	28,039	28,974	29,909	30,843	31,778	32,713	33,648	34,582	35,517	36,452
4	31,477	32,526	33,574	34,623	35,672	36,721	37,769	38,818	39,867	40,915
5	35,217	36,391	37,564	38,738	39,911	41,085	42,258	43,432	44,605	45,779
6	39,256	40,565	41,874	43,183	44,492	45,801	47,110	48,420	49,729	51,038
7	43,624	45,078	46,532	47,986	49,441	50,895	52,349	53,804	55,258	56,712
8	48,312	49,922	51,532	53,142	54,753	56,363	57,973	59,583	61,194	62,804
9	53,361	55,139	56,917	58,696	60,474	62,252	64,030	65,809	67,587	69,365
10	58,763	60,721	62,679	64,637	66,596	68,554	70,512	72,470	74,429	76,387
11	64,561	66,713	68,866	71,018	73,171	75,324	77,476	79,629	81,782	83,934
12	77,382	79,961	82,541	85,121	87,701	90,280	92,860	95,440	98,020	100,600
13	92,017	95,084	98,151	101,218	104,285	107,351	110,418	113,485	116,552	119,619
14	108,736	112,361	115,986	119,611	123,236	126,861	130,486	134,110	137,735	141,360
15	127,903	132,167	136,430	140,693	144,956	149,220	153,483	157,746	162,009	166,273

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,740	\$ 23,501	\$ 24,258	\$ 25,009	\$ 25,766	\$ 26,207	\$ 26,955	\$ 27,709	\$ 27,739	\$ 28,445
2	25,568	26,176	27,023	27,739	28,051	28,876	29,701	30,525	31,350	32,175
3	27,897	28,827	29,757	30,687	31,617	32,547	33,477	34,407	35,336	36,266
4	31,317	32,360	33,404	34,447	35,490	36,534	37,577	38,621	39,664	40,707
5	35,038	36,206	37,373	38,541	39,708	40,876	42,043	43,211	44,378	45,546
6	39,056	40,359	41,661	42,964	44,266	45,569	46,871	48,173	49,476	50,778
7	43,402	44,849	46,296	47,742	49,189	50,636	52,083	53,530	54,977	56,424
8	48,066	49,668	51,270	52,872	54,474	56,076	57,678	59,281	60,883	62,485
9	53,089	54,859	56,628	58,397	60,166	61,936	63,705	65,474	67,243	69,012
10	58,464	60,412	62,361	64,309	66,257	68,205	70,154	72,102	74,050	75,999
11	64,232	66,374	68,516	70,657	72,799	74,941	77,082	79,224	81,366	83,508
12	76,988	79,555	82,122	84,688	87,255	89,822	92,388	94,955	97,522	100,088
13	91,549	94,600	97,652	100,703	103,754	106,806	109,857	112,908	115,960	119,011
14	108,183	111,790	115,396	119,003	122,609	126,216	129,822	133,429	137,035	140,642
15	127,253	131,495	135,736	139,978	144,219	148,461	152,703	156,944	161,186	165,427

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,922	\$ 24,724	\$ 25,520	\$ 26,310	\$ 27,106	\$ 27,571	\$ 28,357	\$ 29,151	\$ 29,182	\$ 29,924
2	26,898	27,538	28,429	29,182	29,510	30,378	31,246	32,113	32,981	33,849
3	29,348	30,326	31,305	32,283	33,261	34,240	35,218	36,196	37,175	38,153
4	32,946	34,044	35,141	36,239	37,337	38,434	39,532	40,630	41,727	42,825
5	36,861	38,089	39,317	40,545	41,774	43,002	44,230	45,459	46,687	47,915
6	41,088	42,458	43,828	45,199	46,569	47,939	49,309	50,679	52,050	53,420
7	45,660	47,182	48,704	50,226	51,748	53,270	54,792	56,315	57,837	59,359
8	50,566	52,252	53,937	55,623	57,308	58,993	60,679	62,364	64,050	65,735
9	55,851	57,712	59,574	61,435	63,296	65,157	67,019	68,880	70,741	72,602
10	61,505	63,555	65,604	67,654	69,704	71,753	73,803	75,853	77,902	79,952
11	67,574	69,827	72,080	74,333	76,586	78,839	81,092	83,345	85,598	87,851
12	80,993	83,693	86,393	89,094	91,794	94,494	97,194	99,894	102,594	105,295
13	96,311	99,521	102,731	105,941	109,152	112,362	115,572	118,782	121,992	125,202
14	113,811	117,605	121,399	125,193	128,987	132,781	136,575	140,369	144,164	147,958
15	133,873	138,335	142,797	147,259	151,722	156,184	160,646	165,108	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,109	\$ 22,850	\$ 23,585	\$ 24,316	\$ 25,051	\$ 25,481	\$ 26,207	\$ 26,941	\$ 26,970	\$ 27,656
2	24,859	25,451	26,274	26,970	27,273	28,075	28,877	29,679	30,481	31,283
3	27,123	28,027	28,932	29,836	30,740	31,644	32,548	33,453	34,357	35,261
4	30,449	31,463	32,478	33,492	34,506	35,521	36,535	37,550	38,564	39,579
5	34,067	35,202	36,337	37,472	38,607	39,742	40,878	42,013	43,148	44,283
6	37,973	39,240	40,506	41,772	43,039	44,305	45,571	46,838	48,104	49,370
7	42,198	43,605	45,012	46,419	47,825	49,232	50,639	52,046	53,453	54,859
8	46,733	48,291	49,849	51,406	52,964	54,522	56,079	57,637	59,195	60,752
9	51,617	53,338	55,058	56,778	58,498	60,218	61,938	63,659	65,379	67,099
10	56,843	58,737	60,631	62,526	64,420	66,314	68,209	70,103	71,997	73,891
11	62,451	64,534	66,616	68,698	70,781	72,863	74,945	77,028	79,110	81,192
12	74,854	77,349	79,845	82,340	84,836	87,331	89,827	92,322	94,818	97,313
13	89,011	91,977	94,944	97,911	100,878	103,844	106,811	109,778	112,745	115,711
14	105,184	108,690	112,197	115,703	119,210	122,716	126,223	129,729	133,236	136,742
15	123,725	127,849	131,973	136,097	140,221	144,345	148,469	152,593	156,717	160,841

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,534	\$ 25,356	\$ 26,172	\$ 26,982	\$ 27,799	\$ 28,275	\$ 29,082	\$ 29,896	\$ 29,928	\$ 30,689
2	27,585	28,242	29,155	29,928	30,264	31,154	32,044	32,934	33,824	34,714
3	30,098	31,101	32,105	33,108	34,111	35,115	36,118	37,121	38,125	39,128
4	33,788	34,914	36,040	37,165	38,291	39,417	40,542	41,668	42,794	43,920
5	37,803	39,062	40,322	41,582	42,841	44,101	45,361	46,620	47,880	49,140
6	42,138	43,543	44,949	46,354	47,759	49,164	50,569	51,975	53,380	54,785
7	46,827	48,388	49,949	51,510	53,071	54,632	56,193	57,754	59,315	60,876
8	51,859	53,587	55,316	57,044	58,773	60,501	62,230	63,958	65,687	67,415
9	57,279	59,187	61,096	63,005	64,914	66,823	68,732	70,640	72,549	74,458
10	63,077	65,179	67,281	69,383	71,485	73,587	75,689	77,791	79,893	81,995
11	69,301	71,612	73,922	76,233	78,544	80,854	83,165	85,476	87,786	90,097
12	83,063	85,832	88,602	91,371	94,140	96,909	99,678	102,448	105,217	107,986
13	98,773	102,065	105,357	108,649	111,941	115,233	118,526	121,818	125,110	128,402
14	116,720	120,611	124,502	128,393	132,284	136,175	140,066	143,957	147,848	151,739
15	137,294	141,871	146,447	151,023	155,599	160,176	164,752	166,500 *	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,734	\$ 27,629	\$ 28,519	\$ 29,402	\$ 30,292	\$ 30,811	\$ 31,690	\$ 32,577	\$ 32,612	\$ 33,441
2	30,059	30,775	31,770	32,612	32,978	33,948	34,918	35,887	36,857	37,827
3	32,797	33,890	34,984	36,077	37,170	38,264	39,357	40,450	41,544	42,637
4	36,818	38,045	39,271	40,498	41,725	42,951	44,178	45,405	46,631	47,858
5	41,193	42,565	43,938	45,311	46,683	48,056	49,428	50,801	52,174	53,546
6	45,917	47,448	48,979	50,511	52,042	53,573	55,104	56,635	58,167	59,698
7	51,026	52,727	54,428	56,129	57,830	59,531	61,232	62,933	64,634	66,335
8	56,509	58,393	60,276	62,160	64,043	65,927	67,810	69,694	71,577	73,461
9	62,415	64,495	66,575	68,655	70,735	72,815	74,895	76,975	79,055	81,135
10	68,734	71,024	73,315	75,605	77,896	80,186	82,477	84,767	87,058	89,348
11	75,515	78,033	80,551	83,069	85,587	88,105	90,623	93,140	95,658	98,176
12	90,512	93,529	96,547	99,564	102,582	105,599	108,617	111,634	114,652	117,669
13	107,630	111,218	114,805	118,392	121,980	125,567	129,154	132,742	136,329	139,916
14	127,187	131,427	135,667	139,906	144,146	148,386	152,626	156,866	161,106	165,346
15	149,606	154,593	159,579	164,566	166,500 *	166,500 *	166,500 *	166,500 *	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,008	\$ 24,812	\$ 25,611	\$ 26,404	\$ 27,203	\$ 27,670	\$ 28,459	\$ 29,255	\$ 29,287	\$ 30,032
2	26,994	27,637	28,530	29,287	29,616	30,487	31,357	32,228	33,099	33,970
3	29,453	30,435	31,417	32,399	33,380	34,362	35,344	36,326	37,308	38,290
4	33,064	34,166	35,267	36,369	37,470	38,572	39,674	40,775	41,877	42,978
5	36,993	38,225	39,458	40,691	41,923	43,156	44,389	45,621	46,854	48,087
6	41,235	42,610	43,985	45,361	46,736	48,111	49,486	50,861	52,236	53,611
7	45,823	47,351	48,878	50,406	51,934	53,461	54,989	56,516	58,044	59,572
8	50,747	52,439	54,130	55,822	57,513	59,205	60,896	62,588	64,279	65,971
9	56,051	57,919	59,787	61,655	63,523	65,391	67,259	69,127	70,995	72,862
10	61,726	63,783	65,840	67,896	69,953	72,010	74,067	76,124	78,181	80,238
11	67,816	70,077	72,338	74,599	76,860	79,122	81,383	83,644	85,905	88,166
12	81,283	83,993	86,703	89,413	92,123	94,832	97,542	100,252	102,962	105,672
13	96,656	99,878	103,099	106,321	109,543	112,764	115,986	119,207	122,429	125,651
14	114,219	118,026	121,834	125,642	129,449	133,257	137,065	140,872	144,680	148,488
15	134,352	138,831	143,309	147,787	152,265	156,743	161,222	165,700	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,296	\$ 23,042	\$ 23,785	\$ 24,521	\$ 25,263	\$ 25,696	\$ 26,429	\$ 27,168	\$ 27,198	\$ 27,890
2	25,069	25,666	26,495	27,198	27,503	28,312	29,121	29,930	30,739	31,547
3	27,352	28,264	29,176	30,088	31,000	31,911	32,823	33,735	34,647	35,559
4	30,706	31,729	32,752	33,775	34,798	35,821	36,844	37,867	38,890	39,913
5	34,354	35,499	36,644	37,788	38,933	40,078	41,223	42,367	43,512	44,657
6	38,294	39,571	40,848	42,125	43,402	44,679	45,956	47,233	48,510	49,787
7	42,555	43,973	45,392	46,811	48,229	49,648	51,067	52,485	53,904	55,323
8	47,128	48,699	50,269	51,840	53,411	54,982	56,553	58,124	59,694	61,265
9	52,053	53,788	55,523	57,257	58,992	60,727	62,461	64,196	65,931	67,665
10	57,323	59,233	61,143	63,054	64,964	66,874	68,784	70,695	72,605	74,515
11	62,979	65,079	67,179	69,278	71,378	73,478	75,578	77,678	79,778	81,878
12	75,486	78,002	80,519	83,035	85,552	88,068	90,585	93,102	95,618	98,135
13	89,762	92,754	95,746	98,738	101,729	104,721	107,713	110,705	113,697	116,688
14	106,072	109,608	113,144	116,680	120,216	123,752	127,288	130,824	134,361	137,897
15	124,769	128,928	133,087	137,246	141,405	145,563	149,722	153,881	158,040	162,199

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,225	\$ 22,970	\$ 23,709	\$ 24,443	\$ 25,183	\$ 25,615	\$ 26,345	\$ 27,083	\$ 27,112	\$ 27,801
2	24,989	25,584	26,412	27,112	27,416	28,223	29,029	29,835	30,641	31,448
3	27,266	28,175	29,084	29,993	30,902	31,810	32,719	33,628	34,537	35,446
4	30,609	31,628	32,648	33,668	34,688	35,708	36,727	37,747	38,767	39,787
5	34,246	35,387	36,528	37,669	38,810	39,951	41,092	42,233	43,375	44,516
6	38,173	39,446	40,719	41,992	43,265	44,538	45,811	47,084	48,357	49,630
7	42,420	43,834	45,249	46,663	48,077	49,491	50,905	52,319	53,733	55,148
8	46,979	48,545	50,111	51,676	53,242	54,808	56,374	57,940	59,506	61,071
9	51,889	53,618	55,347	57,076	58,806	60,535	62,264	63,993	65,722	67,452
10	57,142	59,046	60,950	62,854	64,759	66,663	68,567	70,471	72,375	74,280
11	62,780	64,873	66,966	69,059	71,153	73,246	75,339	77,432	79,526	81,619
12	75,247	77,756	80,264	82,773	85,281	87,790	90,299	92,807	95,316	97,825
13	89,478	92,461	95,443	98,425	101,408	104,390	107,372	110,355	113,337	116,319
14	105,737	109,261	112,786	116,311	119,836	123,361	126,886	130,411	133,936	137,461
15	124,375	128,521	132,666	136,812	140,958	145,103	149,249	153,395	157,540	161,686

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,079	\$ 22,818	\$ 23,553	\$ 24,282	\$ 25,017	\$ 25,446	\$ 26,171	\$ 26,904	\$ 26,933	\$ 27,618
2	24,824	25,416	26,237	26,933	27,235	28,036	28,837	29,638	30,439	31,240
3	27,086	27,989	28,892	29,795	30,698	31,601	32,503	33,406	34,309	35,212
4	30,407	31,420	32,433	33,446	34,459	35,472	36,485	37,498	38,511	39,524
5	34,020	35,153	36,287	37,420	38,554	39,688	40,821	41,955	43,088	44,222
6	37,921	39,186	40,450	41,715	42,979	44,244	45,509	46,773	48,038	49,302
7	42,140	43,545	44,950	46,355	47,760	49,164	50,569	51,974	53,379	54,784
8	46,669	48,224	49,780	51,335	52,891	54,446	56,002	57,557	59,113	60,668
9	51,546	53,264	54,982	56,700	58,417	60,135	61,853	63,571	65,289	67,006
10	56,765	58,656	60,548	62,440	64,331	66,223	68,115	70,006	71,898	73,789
11	62,365	64,445	66,524	68,604	70,683	72,763	74,842	76,921	79,001	81,080
12	74,750	77,242	79,734	82,227	84,719	87,211	89,703	92,195	94,687	97,179
13	88,888	91,851	94,813	97,776	100,739	103,701	106,664	109,627	112,589	115,552
14	105,039	108,540	112,042	115,544	119,045	122,547	126,049	129,550	133,052	136,554
15	123,554	127,673	131,791	135,909	140,027	144,146	148,264	152,382	156,501	160,619

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,633	\$ 25,458	\$ 26,278	\$ 27,091	\$ 27,911	\$ 28,390	\$ 29,199	\$ 30,016	\$ 30,049	\$ 30,813
2	27,696	28,356	29,273	30,049	30,386	31,280	32,174	33,067	33,961	34,854
3	30,219	31,227	32,234	33,242	34,249	35,257	36,264	37,271	38,279	39,286
4	33,925	35,055	36,185	37,315	38,446	39,576	40,706	41,836	42,967	44,097
5	37,955	39,220	40,485	41,750	43,014	44,279	45,544	46,809	48,073	49,338
6	42,308	43,719	45,130	46,541	47,952	49,363	50,774	52,184	53,595	55,006
7	47,016	48,583	50,150	51,718	53,285	54,852	56,420	57,987	59,554	61,122
8	52,068	53,804	55,539	57,275	59,010	60,745	62,481	64,216	65,952	67,687
9	57,510	59,426	61,343	63,259	65,176	67,093	69,009	70,926	72,842	74,759
10	63,332	65,442	67,553	69,663	71,774	73,884	75,995	78,105	80,216	82,326
11	69,581	71,901	74,221	76,541	78,861	81,181	83,501	85,821	88,141	90,461
12	83,398	86,179	88,959	91,740	94,520	97,300	100,081	102,861	105,642	108,422
13	99,172	102,477	105,782	109,088	112,393	115,699	119,004	122,310	125,615	128,920
14	117,191	121,098	125,005	128,911	132,818	136,725	140,632	144,538	148,445	152,352
15	137,849	142,443	147,038	151,633	156,228	160,822	165,417	166,500 *	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,033	\$ 22,771	\$ 23,504	\$ 24,232	\$ 24,965	\$ 25,393	\$ 26,117	\$ 26,848	\$ 26,877	\$ 27,561
2	24,773	25,363	26,183	26,877	27,179	27,978	28,778	29,577	30,376	31,175
3	27,030	27,931	28,832	29,733	30,634	31,535	32,436	33,337	34,238	35,139
4	30,344	31,355	32,366	33,377	34,388	35,398	36,409	37,420	38,431	39,442
5	33,949	35,080	36,212	37,343	38,474	39,605	40,737	41,868	42,999	44,130
6	37,843	39,105	40,367	41,628	42,890	44,152	45,414	46,676	47,938	49,200
7	42,053	43,455	44,857	46,259	47,661	49,063	50,465	51,866	53,268	54,670
8	46,572	48,125	49,677	51,229	52,781	54,334	55,886	57,438	58,991	60,543
9	51,440	53,154	54,868	56,582	58,297	60,011	61,725	63,439	65,153	66,868
10	56,647	58,535	60,423	62,310	64,198	66,086	67,973	69,861	71,749	73,637
11	62,236	64,311	66,386	68,462	70,537	72,612	74,687	76,762	78,837	80,912
12	74,596	77,082	79,569	82,056	84,543	87,030	89,517	92,004	94,491	96,978
13	88,704	91,660	94,617	97,573	100,530	103,486	106,443	109,400	112,356	115,313
14	104,821	108,316	111,810	115,304	118,799	122,293	125,788	129,282	132,776	136,271
15	123,298	127,408	131,518	135,628	139,737	143,847	147,957	152,067	156,176	160,286

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,551	\$ 25,373	\$ 26,190	\$ 27,001	\$ 27,818	\$ 28,295	\$ 29,102	\$ 29,917	\$ 29,949	\$ 30,711
2	27,604	28,262	29,176	29,949	30,285	31,176	32,067	32,957	33,848	34,738
3	30,119	31,123	32,127	33,131	34,135	35,139	36,143	37,147	38,151	39,155
4	33,812	34,938	36,065	37,191	38,318	39,444	40,571	41,697	42,824	43,950
5	37,829	39,090	40,350	41,611	42,871	44,132	45,392	46,653	47,914	49,174
6	42,168	43,574	44,980	46,386	47,792	49,199	50,605	52,011	53,417	54,823
7	46,859	48,421	49,984	51,546	53,108	54,670	56,232	57,794	59,356	60,919
8	51,895	53,625	55,354	57,084	58,814	60,543	62,273	64,003	65,733	67,462
9	57,319	59,229	61,139	63,049	64,959	66,869	68,780	70,690	72,600	74,510
10	63,121	65,225	67,328	69,432	71,535	73,639	75,742	77,846	79,949	82,053
11	69,349	71,662	73,974	76,286	78,598	80,911	83,223	85,535	87,848	90,160
12	83,121	85,892	88,663	91,435	94,206	96,977	99,748	102,519	105,290	108,061
13	98,842	102,136	105,431	108,725	112,020	115,314	118,608	121,903	125,197	128,492
14	116,801	120,695	124,589	128,483	132,376	136,270	140,164	144,058	147,952	151,845
15	137,390	141,970	146,549	151,129	155,708	160,288	164,867	166,500 *	166,500 *	166,500 *

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

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,663	\$ 23,422	\$ 24,177	\$ 24,925	\$ 25,679	\$ 26,120	\$ 26,864	\$ 27,616	\$ 27,646	\$ 28,349
2	25,482	26,089	26,932	27,646	27,957	28,779	29,601	30,423	31,245	32,067
3	27,803	28,730	29,657	30,584	31,511	32,438	33,364	34,291	35,218	36,145
4	31,212	32,252	33,292	34,332	35,372	36,411	37,451	38,491	39,531	40,571
5	34,921	36,084	37,248	38,412	39,575	40,739	41,902	43,066	44,230	45,393
6	38,925	40,224	41,522	42,820	44,118	45,416	46,714	48,012	49,310	50,608
7	43,256	44,698	46,140	47,582	49,025	50,467	51,909	53,351	54,793	56,235
8	47,905	49,502	51,098	52,695	54,292	55,888	57,485	59,082	60,679	62,275
9	52,912	54,675	56,438	58,201	59,965	61,728	63,491	65,255	67,018	68,781
10	58,268	60,210	62,152	64,093	66,035	67,977	69,919	71,860	73,802	75,744
11	64,017	66,152	68,286	70,421	72,555	74,690	76,824	78,959	81,093	83,228
12	76,730	79,288	81,846	84,404	86,962	89,521	92,079	94,637	97,195	99,753
13	91,242	94,283	97,324	100,366	103,407	106,448	109,489	112,530	115,571	118,612
14	107,821	111,415	115,010	118,604	122,198	125,793	129,387	132,982	136,576	140,170
15	126,827	131,054	135,281	139,509	143,736	147,964	152,191	156,418	160,646	164,873

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/>