

SALARY TABLE 2018-DCB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.22%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
TOTAL INCREASE: 2.29%
EFFECTIVE JANUARY 2018

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

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.54	\$ 11.93	\$ 12.31	\$ 12.69	\$ 13.08	\$ 13.30	\$ 13.68	\$ 14.06	\$ 14.08	\$ 14.44
	O	17.31	17.90	18.47	19.04	19.62	19.95	20.52	21.09	21.12	21.66
2	B	12.98	13.29	13.71	14.08	14.24	14.66	15.08	15.49	15.91	16.33
	O	19.47	19.94	20.57	21.12	21.36	21.99	22.62	23.24	23.87	24.50
3	B	16.99	17.46	17.93	18.40	18.88	19.35	19.82	20.29	20.76	21.24
	O	25.49	26.19	26.90	27.60	28.32	29.03	29.73	30.44	31.14	31.86
4	B	19.07	19.60	20.13	20.66	21.19	21.72	22.25	22.78	23.31	23.84
	O	28.61	29.40	30.20	30.99	31.79	32.58	33.38	34.17	34.97	35.76
5	B	21.93	22.53	23.12	23.71	24.30	24.90	25.49	26.08	26.68	27.27
	O	32.90	33.80	34.68	35.57	36.45	37.35	38.24	39.12	40.02	40.91
6	B	23.12	23.78	24.45	25.11	25.77	26.43	27.09	27.75	28.41	29.07
	O	34.68	35.67	36.68	37.67	38.66	39.65	40.64	41.63	42.62	43.61
7	B	24.96	25.70	26.43	27.17	27.90	28.64	29.37	30.10	30.84	31.57
	O	37.44	38.55	39.65	40.76	41.85	42.96	44.06	45.15	45.99	45.99
8	B	26.02	26.84	27.65	28.46	29.28	30.09	30.90	31.72	32.53	33.34
	O	39.03	40.26	41.48	42.69	43.92	45.14	45.99	45.99	45.99	45.99
9	B	27.84	28.74	29.64	30.54	31.44	32.33	33.23	34.13	35.03	35.93
	O	41.76	43.11	44.46	45.81	45.99	45.99	45.99	45.99	45.99	45.99
10	B	30.66	31.65	32.64	33.63	34.62	35.61	36.60	37.59	38.57	39.56
	O	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99
11	B	32.60	33.69	34.77	35.86	36.95	38.03	39.12	40.21	41.29	42.38
	O	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99	45.99
12	B	39.07	40.38	41.68	42.98	44.28	45.59	46.89	48.19	49.49	50.80
	O	45.99	45.99	45.99	45.99	45.99	45.99	46.89	48.19	49.49	50.80
13	B	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.85	60.40
	O	46.46	48.01	49.56	51.11	52.66	54.21	55.76	57.31	58.85	60.40
14	B	54.91	56.74	58.57	60.40	62.23	64.06	65.89	67.72	69.55	71.38
	O	54.91	56.74	58.57	60.40	62.23	64.06	65.89	67.72	69.55	71.38
15	B	64.59	66.74	68.89	71.04	73.20	75.35	77.50	78.68	78.68	78.68
	O	64.59	66.74	68.89	71.04	73.20	75.35	77.50	78.68	78.68	78.68

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

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2018 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>