

**SALARY TABLE 2019-DET (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.81%**  
**FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI**  
**TOTAL INCREASE: 1.85%**  
**EFFECTIVE JANUARY 2019**

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

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.57	\$ 11.96	\$ 12.35	\$ 12.73	\$ 13.11	\$ 13.34	\$ 13.72	\$ 14.10	\$ 14.12	\$ 14.48
	O	17.36	17.94	18.53	19.10	19.67	20.01	20.58	21.15	21.18	21.72
2	B	13.01	13.32	13.75	14.12	14.28	14.70	15.12	15.54	15.96	16.38
	O	19.52	19.98	20.63	21.18	21.42	22.05	22.68	23.31	23.94	24.57
3	B	17.04	17.51	17.99	18.46	18.93	19.41	19.88	20.35	20.83	21.30
	O	25.56	26.27	26.99	27.69	28.40	29.12	29.82	30.53	31.25	31.95
4	B	19.13	19.66	20.19	20.72	21.25	21.78	22.31	22.84	23.37	23.91
	O	28.70	29.49	30.29	31.08	31.88	32.67	33.47	34.26	35.06	35.87
5	B	21.99	22.59	23.18	23.78	24.37	24.96	25.56	26.15	26.75	27.34
	O	32.99	33.89	34.77	35.67	36.56	37.44	38.34	39.23	40.13	41.01
6	B	23.19	23.86	24.52	25.18	25.85	26.51	27.17	27.83	28.50	29.16
	O	34.79	35.79	36.78	37.77	38.78	39.77	40.76	41.75	42.75	43.74
7	B	25.04	25.77	26.51	27.25	27.98	28.72	29.45	30.19	30.93	31.66
	O	37.56	38.66	39.77	40.88	41.97	43.08	44.18	45.29	46.13	46.13
8	B	26.10	26.91	27.73	28.54	29.36	30.17	30.99	31.80	32.62	33.43
	O	39.15	40.37	41.60	42.81	44.04	45.26	46.13	46.13	46.13	46.13
9	B	27.92	28.82	29.72	30.62	31.52	32.42	33.32	34.23	35.13	36.03
	O	41.88	43.23	44.58	45.93	46.13	46.13	46.13	46.13	46.13	46.13
10	B	30.75	31.74	32.73	33.72	34.71	35.71	36.70	37.69	38.68	39.67
	O	46.13	46.13	46.13	46.13	46.13	46.13	46.13	46.13	46.13	46.13
11	B	32.69	33.78	34.87	35.96	37.05	38.14	39.23	40.32	41.41	42.50
	O	46.13	46.13	46.13	46.13	46.13	46.13	46.13	46.13	46.13	46.13
12	B	39.19	40.49	41.80	43.10	44.41	45.72	47.02	48.33	49.64	50.94
	O	46.13	46.13	46.13	46.13	46.13	46.13	47.02	48.33	49.64	50.94
13	B	46.60	48.15	49.70	51.26	52.81	54.36	55.91	57.47	59.02	60.57
	O	46.60	48.15	49.70	51.26	52.81	54.36	55.91	57.47	59.02	60.57
14	B	55.06	56.90	58.73	60.57	62.41	64.24	66.08	67.91	69.75	71.58
	O	55.06	56.90	58.73	60.57	62.41	64.24	66.08	67.91	69.75	71.58
15	B	64.77	66.93	69.09	71.25	73.40	75.56	77.72	79.78	79.78	79.78
	O	64.77	66.93	69.09	71.25	73.40	75.56	77.72	79.78	79.78	79.78

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

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 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>