

**SALARY TABLE 2019-RUS (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.67%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**

**TOTAL INCREASE: 1.66%**

**EFFECTIVE JANUARY 2019**

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

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 10.56	\$ 10.91	\$ 11.26	\$ 11.61	\$ 11.96	\$ 12.17	\$ 12.51	\$ 12.86	\$ 12.88	\$ 13.21
	O	15.84	16.37	16.89	17.42	17.94	18.26	18.77	19.29	19.32	19.82
2	B	11.87	12.15	12.55	12.88	13.02	13.41	13.79	14.17	14.55	14.94
	O	17.81	18.23	18.83	19.32	19.53	20.12	20.69	21.26	21.83	22.41
3	B	15.54	15.97	16.41	16.84	17.27	17.70	18.13	18.56	19.00	19.43
	O	23.31	23.96	24.62	25.26	25.91	26.55	27.20	27.84	28.50	29.15
4	B	17.45	17.93	18.41	18.90	19.38	19.87	20.35	20.84	21.32	21.81
	O	26.18	26.90	27.62	28.35	29.07	29.81	30.53	31.26	31.98	32.72
5	B	20.06	20.60	21.15	21.69	22.23	22.77	23.31	23.86	24.40	24.94
	O	30.09	30.90	31.73	32.54	33.35	34.16	34.97	35.79	36.60	37.41
6	B	21.16	21.76	22.37	22.97	23.57	24.18	24.78	25.39	25.99	26.60
	O	31.74	32.64	33.56	34.46	35.36	36.27	37.17	38.09	38.99	39.90
7	B	22.84	23.51	24.18	24.85	25.52	26.20	26.87	27.54	28.21	28.88
	O	34.26	35.27	36.27	37.28	38.28	39.30	40.31	41.31	42.08	42.08
8	B	23.80	24.55	25.29	26.03	26.78	27.52	28.27	29.01	29.75	30.50
	O	35.70	36.83	37.94	39.05	40.17	41.28	42.08	42.08	42.08	42.08
9	B	25.47	26.29	27.11	27.93	28.75	29.58	30.40	31.22	32.04	32.86
	O	38.21	39.44	40.67	41.90	42.08	42.08	42.08	42.08	42.08	42.08
10	B	28.05	28.95	29.86	30.76	31.67	32.57	33.47	34.38	35.28	36.19
	O	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08
11	B	29.82	30.82	31.81	32.80	33.80	34.79	35.79	36.78	37.78	38.77
	O	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08
12	B	35.74	36.93	38.13	39.32	40.51	41.70	42.89	44.08	45.28	46.47
	O	42.08	42.08	42.08	42.08	42.08	42.08	42.89	44.08	45.28	46.47
13	B	42.50	43.92	45.34	46.75	48.17	49.59	51.00	52.42	53.84	55.25
	O	42.50	43.92	45.34	46.75	48.17	49.59	51.00	52.42	53.84	55.25
14	B	50.23	51.90	53.57	55.25	56.92	58.60	60.27	61.95	63.62	65.30
	O	50.23	51.90	53.57	55.25	56.92	58.60	60.27	61.95	63.62	65.30
15	B	59.08	61.05	63.02	64.99	66.96	68.93	70.89	72.86	74.83	76.80
	O	59.08	61.05	63.02	64.99	66.96	68.93	70.89	72.86	74.83	76.80

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/>