

**SALARY TABLE 2019-BN (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**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**

*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	\$ 10.60	\$ 10.96	\$ 11.31	\$ 11.66	\$ 12.01	\$ 12.22	\$ 12.57	\$ 12.92	\$ 12.94	\$ 13.26
	O	15.90	16.44	16.97	17.49	18.02	18.33	18.86	19.38	19.41	19.89
2	B	11.92	12.21	12.60	12.94	13.08	13.47	13.85	14.23	14.62	15.00
	O	17.88	18.32	18.90	19.41	19.62	20.21	20.78	21.35	21.93	22.50
3	B	15.61	16.04	16.48	16.91	17.34	17.78	18.21	18.65	19.08	19.51
	O	23.42	24.06	24.72	25.37	26.01	26.67	27.32	27.98	28.62	29.27
4	B	17.52	18.01	18.50	18.98	19.47	19.96	20.44	20.93	21.41	21.90
	O	26.28	27.02	27.75	28.47	29.21	29.94	30.66	31.40	32.12	32.85
5	B	20.15	20.69	21.24	21.78	22.33	22.87	23.42	23.96	24.51	25.05
	O	30.23	31.04	31.86	32.67	33.50	34.31	35.13	35.94	36.77	37.58
6	B	21.25	21.86	22.46	23.07	23.68	24.29	24.89	25.50	26.11	26.72
	O	31.88	32.79	33.69	34.61	35.52	36.44	37.34	38.25	39.17	40.08
7	B	22.94	23.61	24.29	24.96	25.64	26.31	26.99	27.66	28.34	29.01
	O	34.41	35.42	36.44	37.44	38.46	39.47	40.49	41.49	42.26	42.26
8	B	23.91	24.66	25.40	26.15	26.90	27.64	28.39	29.14	29.88	30.63
	O	35.87	36.99	38.10	39.23	40.35	41.46	42.26	42.26	42.26	42.26
9	B	25.58	26.41	27.23	28.06	28.88	29.71	30.53	31.36	32.18	33.01
	O	38.37	39.62	40.85	42.09	42.26	42.26	42.26	42.26	42.26	42.26
10	B	28.17	29.08	29.99	30.90	31.80	32.71	33.62	34.53	35.44	36.35
	O	42.26	42.26	42.26	42.26	42.26	42.26	42.26	42.26	42.26	42.26
11	B	29.95	30.95	31.95	32.95	33.95	34.95	35.94	36.94	37.94	38.94
	O	42.26	42.26	42.26	42.26	42.26	42.26	42.26	42.26	42.26	42.26
12	B	35.90	37.10	38.29	39.49	40.69	41.89	43.08	44.28	45.48	46.67
	O	42.26	42.26	42.26	42.26	42.26	42.26	43.08	44.28	45.48	46.67
13	B	42.69	44.11	45.54	46.96	48.38	49.80	51.23	52.65	54.07	55.50
	O	42.69	44.11	45.54	46.96	48.38	49.80	51.23	52.65	54.07	55.50
14	B	50.45	52.13	53.81	55.49	57.17	58.86	60.54	62.22	63.90	65.58
	O	50.45	52.13	53.81	55.49	57.17	58.86	60.54	62.22	63.90	65.58
15	B	59.34	61.32	63.30	65.27	67.25	69.23	71.21	73.18	75.16	77.14
	O	59.34	61.32	63.30	65.27	67.25	69.23	71.21	73.18	75.16	77.14

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/>