

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

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 | \$ 10.92 | \$ 11.29 | \$ 11.65 | \$ 12.01 | \$ 12.38 | \$ 12.59 | \$ 12.95 | \$ 13.31 | \$ 13.32 | \$ 13.66 |
| | O | 16.38 | 16.94 | 17.48 | 18.02 | 18.57 | 18.89 | 19.43 | 19.97 | 19.98 | 20.49 |
| 2 | B | 12.28 | 12.57 | 12.98 | 13.32 | 13.47 | 13.87 | 14.27 | 14.66 | 15.06 | 15.45 |
| | O | 18.42 | 18.86 | 19.47 | 19.98 | 20.21 | 20.81 | 21.41 | 21.99 | 22.59 | 23.18 |
| 3 | B | 16.08 | 16.53 | 16.97 | 17.42 | 17.87 | 18.31 | 18.76 | 19.21 | 19.65 | 20.10 |
| | O | 24.12 | 24.80 | 25.46 | 26.13 | 26.81 | 27.47 | 28.14 | 28.82 | 29.48 | 30.15 |
| 4 | B | 18.05 | 18.55 | 19.05 | 19.55 | 20.05 | 20.55 | 21.06 | 21.56 | 22.06 | 22.56 |
| | O | 27.08 | 27.83 | 28.58 | 29.33 | 30.08 | 30.83 | 31.59 | 32.34 | 33.09 | 33.84 |
| 5 | B | 20.76 | 21.32 | 21.88 | 22.44 | 23.00 | 23.56 | 24.12 | 24.68 | 25.24 | 25.80 |
| | O | 31.14 | 31.98 | 32.82 | 33.66 | 34.50 | 35.34 | 36.18 | 37.02 | 37.86 | 38.70 |
| 6 | B | 21.89 | 22.51 | 23.14 | 23.76 | 24.39 | 25.02 | 25.64 | 26.27 | 26.89 | 27.52 |
| | O | 32.84 | 33.77 | 34.71 | 35.64 | 36.59 | 37.53 | 38.46 | 39.41 | 40.34 | 41.28 |
| 7 | B | 23.63 | 24.32 | 25.02 | 25.71 | 26.41 | 27.10 | 27.80 | 28.49 | 29.19 | 29.88 |
| | O | 35.45 | 36.48 | 37.53 | 38.57 | 39.62 | 40.65 | 41.70 | 42.74 | 43.53 | 43.53 |
| 8 | B | 24.63 | 25.40 | 26.17 | 26.93 | 27.70 | 28.47 | 29.24 | 30.01 | 30.78 | 31.55 |
| | O | 36.95 | 38.10 | 39.26 | 40.40 | 41.55 | 42.71 | 43.53 | 43.53 | 43.53 | 43.53 |
| 9 | B | 26.35 | 27.20 | 28.05 | 28.90 | 29.75 | 30.60 | 31.45 | 32.30 | 33.15 | 34.00 |
| | O | 39.53 | 40.80 | 42.08 | 43.35 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 |
| 10 | B | 29.02 | 29.95 | 30.89 | 31.82 | 32.76 | 33.70 | 34.63 | 35.57 | 36.50 | 37.44 |
| | O | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 |
| 11 | B | 30.85 | 31.88 | 32.91 | 33.94 | 34.97 | 36.00 | 37.02 | 38.05 | 39.08 | 40.11 |
| | O | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 |
| 12 | B | 36.98 | 38.21 | 39.44 | 40.68 | 41.91 | 43.14 | 44.38 | 45.61 | 46.84 | 48.07 |
| | O | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 43.53 | 44.38 | 45.61 | 46.84 | 48.07 |
| 13 | B | 43.97 | 45.44 | 46.90 | 48.37 | 49.84 | 51.30 | 52.77 | 54.23 | 55.70 | 57.16 |
| | O | 43.97 | 45.44 | 46.90 | 48.37 | 49.84 | 51.30 | 52.77 | 54.23 | 55.70 | 57.16 |
| 14 | B | 51.96 | 53.69 | 55.43 | 57.16 | 58.89 | 60.62 | 62.36 | 64.09 | 65.82 | 67.55 |
| | O | 51.96 | 53.69 | 55.43 | 57.16 | 58.89 | 60.62 | 62.36 | 64.09 | 65.82 | 67.55 |
| 15 | B | 61.12 | 63.16 | 65.20 | 67.23 | 69.27 | 71.31 | 73.35 | 75.38 | 77.42 | 79.46 |
| | O | 61.12 | 63.16 | 65.20 | 67.23 | 69.27 | 71.31 | 73.35 | 75.38 | 77.42 | 79.46 |

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/>