

SALARY TABLE 2019-DEN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.30%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO
TOTAL INCREASE: 2.07%
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	\$ 11.53	\$ 11.91	\$ 12.30	\$ 12.68	\$ 13.06	\$ 13.29	\$ 13.66	\$ 14.05	\$ 14.06	\$ 14.42
	O	17.30	17.87	18.45	19.02	19.59	19.94	20.49	21.08	21.09	21.63
2	B	12.96	13.27	13.70	14.06	14.22	14.64	15.06	15.47	15.89	16.31
	O	19.44	19.91	20.55	21.09	21.33	21.96	22.59	23.21	23.84	24.47
3	B	16.97	17.44	17.91	18.38	18.86	19.33	19.80	20.27	20.74	21.21
	O	25.46	26.16	26.87	27.57	28.29	29.00	29.70	30.41	31.11	31.82
4	B	19.05	19.58	20.11	20.64	21.16	21.69	22.22	22.75	23.28	23.81
	O	28.58	29.37	30.17	30.96	31.74	32.54	33.33	34.13	34.92	35.72
5	B	21.91	22.50	23.09	23.68	24.27	24.86	25.46	26.05	26.64	27.23
	O	32.87	33.75	34.64	35.52	36.41	37.29	38.19	39.08	39.96	40.85
6	B	23.10	23.76	24.42	25.08	25.74	26.40	27.06	27.72	28.38	29.04
	O	34.65	35.64	36.63	37.62	38.61	39.60	40.59	41.58	42.57	43.56
7	B	24.94	25.67	26.40	27.14	27.87	28.60	29.34	30.07	30.80	31.54
	O	37.41	38.51	39.60	40.71	41.81	42.90	44.01	45.11	45.93	45.93
8	B	25.99	26.80	27.61	28.43	29.24	30.05	30.86	31.68	32.49	33.30
	O	38.99	40.20	41.42	42.65	43.86	45.08	45.93	45.93	45.93	45.93
9	B	27.81	28.71	29.60	30.50	31.40	32.29	33.19	34.09	34.98	35.88
	O	41.72	43.07	44.40	45.75	45.93	45.93	45.93	45.93	45.93	45.93
10	B	30.62	31.61	32.60	33.59	34.58	35.56	36.55	37.54	38.53	39.51
	O	45.93	45.93	45.93	45.93	45.93	45.93	45.93	45.93	45.93	45.93
11	B	32.56	33.65	34.73	35.82	36.90	37.99	39.08	40.16	41.25	42.33
	O	45.93	45.93	45.93	45.93	45.93	45.93	45.93	45.93	45.93	45.93
12	B	39.03	40.33	41.63	42.93	44.23	45.53	46.83	48.14	49.44	50.74
	O	45.93	45.93	45.93	45.93	45.93	45.93	46.83	48.14	49.44	50.74
13	B	46.41	47.96	49.50	51.05	52.60	54.14	55.69	57.24	58.78	60.33
	O	46.41	47.96	49.50	51.05	52.60	54.14	55.69	57.24	58.78	60.33
14	B	54.84	56.67	58.50	60.33	62.15	63.98	65.81	67.64	69.47	71.30
	O	54.84	56.67	58.50	60.33	62.15	63.98	65.81	67.64	69.47	71.30
15	B	64.51	66.66	68.81	70.96	73.11	75.26	77.41	79.56	79.78	79.78
	O	64.51	66.66	68.81	70.96	73.11	75.26	77.41	79.56	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/>