

**SALARY TABLE 2019-RA (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.99%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC**  
**TOTAL INCREASE: 1.80%**  
**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	\$ 10.95	\$ 11.32	\$ 11.68	\$ 12.04	\$ 12.41	\$ 12.62	\$ 12.98	\$ 13.34	\$ 13.36	\$ 13.70
	O	16.43	16.98	17.52	18.06	18.62	18.93	19.47	20.01	20.04	20.55
2	B	12.31	12.61	13.01	13.36	13.51	13.91	14.30	14.70	15.10	15.50
	O	18.47	18.92	19.52	20.04	20.27	20.87	21.45	22.05	22.65	23.25
3	B	16.12	16.57	17.02	17.47	17.91	18.36	18.81	19.26	19.71	20.15
	O	24.18	24.86	25.53	26.21	26.87	27.54	28.22	28.89	29.57	30.23
4	B	18.10	18.60	19.10	19.60	20.11	20.61	21.11	21.61	22.12	22.62
	O	27.15	27.90	28.65	29.40	30.17	30.92	31.67	32.42	33.18	33.93
5	B	20.81	21.37	21.94	22.50	23.06	23.62	24.18	24.75	25.31	25.87
	O	31.22	32.06	32.91	33.75	34.59	35.43	36.27	37.13	37.97	38.81
6	B	21.95	22.57	23.20	23.83	24.46	25.08	25.71	26.34	26.96	27.59
	O	32.93	33.86	34.80	35.75	36.69	37.62	38.57	39.51	40.44	41.39
7	B	23.69	24.39	25.08	25.78	26.48	27.17	27.87	28.57	29.26	29.96
	O	35.54	36.59	37.62	38.67	39.72	40.76	41.81	42.86	43.64	43.64
8	B	24.69	25.46	26.24	27.01	27.78	28.55	29.32	30.09	30.86	31.64
	O	37.04	38.19	39.36	40.52	41.67	42.83	43.64	43.64	43.64	43.64
9	B	26.42	27.27	28.12	28.98	29.83	30.68	31.53	32.38	33.24	34.09
	O	39.63	40.91	42.18	43.47	43.64	43.64	43.64	43.64	43.64	43.64
10	B	29.09	30.03	30.97	31.91	32.85	33.79	34.72	35.66	36.60	37.54
	O	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64
11	B	30.93	31.97	33.00	34.03	35.06	36.09	37.12	38.15	39.19	40.22
	O	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64
12	B	37.08	38.31	39.55	40.79	42.02	43.26	44.49	45.73	46.97	48.20
	O	43.64	43.64	43.64	43.64	43.64	43.64	44.49	45.73	46.97	48.20
13	B	44.09	45.56	47.03	48.50	49.97	51.44	52.91	54.38	55.85	57.32
	O	44.09	45.56	47.03	48.50	49.97	51.44	52.91	54.38	55.85	57.32
14	B	52.10	53.84	55.58	57.31	59.05	60.79	62.52	64.26	66.00	67.73
	O	52.10	53.84	55.58	57.31	59.05	60.79	62.52	64.26	66.00	67.73
15	B	61.29	63.33	65.37	67.41	69.46	71.50	73.54	75.59	77.63	79.67
	O	61.29	63.33	65.37	67.41	69.46	71.50	73.54	75.59	77.63	79.67

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/>