

SALARY TABLE 2019-SF (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 40.35%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 2.18%
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	\$ 12.81	\$ 13.24	\$ 13.67	\$ 14.09	\$ 14.51	\$ 14.76	\$ 15.18	\$ 15.61	\$ 15.63	\$ 16.02
	O	19.22	19.86	20.51	21.14	21.77	22.14	22.77	23.42	23.45	24.03
2	B	14.40	14.75	15.22	15.63	15.80	16.27	16.73	17.20	17.66	18.13
	O	21.60	22.13	22.83	23.45	23.70	24.41	25.10	25.80	26.49	27.20
3	B	18.86	19.38	19.91	20.43	20.95	21.48	22.00	22.53	23.05	23.57
	O	28.29	29.07	29.87	30.65	31.43	32.22	33.00	33.80	34.58	35.36
4	B	21.17	21.76	22.34	22.93	23.52	24.11	24.69	25.28	25.87	26.46
	O	31.76	32.64	33.51	34.40	35.28	36.17	37.04	37.92	38.81	39.69
5	B	24.34	25.00	25.66	26.31	26.97	27.63	28.29	28.95	29.60	30.26
	O	36.51	37.50	38.49	39.47	40.46	41.45	42.44	43.43	44.40	45.39
6	B	25.67	26.40	27.14	27.87	28.60	29.34	30.07	30.81	31.54	32.27
	O	38.51	39.60	40.71	41.81	42.90	44.01	45.11	46.22	47.31	48.41
7	B	27.71	28.52	29.34	30.15	30.97	31.78	32.60	33.41	34.23	35.05
	O	41.57	42.78	44.01	45.23	46.46	47.67	48.90	50.12	51.05	51.05
8	B	28.88	29.78	30.69	31.59	32.49	33.39	34.30	35.20	36.10	37.00
	O	43.32	44.67	46.04	47.39	48.74	50.09	51.05	51.05	51.05	51.05
9	B	30.90	31.90	32.90	33.89	34.89	35.89	36.88	37.88	38.88	39.87
	O	46.35	47.85	49.35	50.84	51.05	51.05	51.05	51.05	51.05	51.05
10	B	34.03	35.13	36.23	37.32	38.42	39.52	40.62	41.71	42.81	43.91
	O	51.05	51.05	51.05	51.05	51.05	51.05	51.05	51.05	51.05	51.05
11	B	36.18	37.39	38.60	39.80	41.01	42.22	43.42	44.63	45.84	47.04
	O	51.05	51.05	51.05	51.05	51.05	51.05	51.05	51.05	51.05	51.05
12	B	43.37	44.82	46.26	47.71	49.15	50.60	52.04	53.49	54.94	56.38
	O	51.05	51.05	51.05	51.05	51.05	51.05	52.04	53.49	54.94	56.38
13	B	51.57	53.29	55.01	56.73	58.45	60.17	61.89	63.60	65.32	67.04
	O	51.57	53.29	55.01	56.73	58.45	60.17	61.89	63.60	65.32	67.04
14	B	60.94	62.97	65.01	67.04	69.07	71.10	73.13	75.16	77.20	79.23
	O	60.94	62.97	65.01	67.04	69.07	71.10	73.13	75.16	77.20	79.23
15	B	71.68	74.07	76.46	78.85	79.78	79.78	79.78	79.78	79.78	79.78
	O	71.68	74.07	76.46	78.85	79.78	79.78	79.78	79.78	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/>