

SALARY TABLE 2019-RUS
INCORPORATING A LOCALITY PAYMENT OF 15.37%
FOR THE LOCALITY PAY AREA OF REST OF U.S.
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
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	\$ 10.38	\$ 10.73	\$ 11.08	\$ 11.42	\$ 11.77	\$ 11.97	\$ 12.31	\$ 12.65	\$ 12.67	\$ 12.99
	O	15.57	16.10	16.62	17.13	17.66	17.96	18.47	18.98	19.01	19.49
2	B	11.68	11.95	12.34	12.67	12.81	13.19	13.57	13.94	14.32	14.70
	O	17.52	17.93	18.51	19.01	19.22	19.79	20.36	20.91	21.48	22.05
3	B	12.74	13.16	13.59	14.01	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.11	19.74	20.39	21.02	21.66	22.29	22.94	23.57	24.21	24.84
4	B	14.30	14.78	15.25	15.73	16.21	16.68	17.16	17.64	18.11	18.59
	O	21.45	22.17	22.88	23.60	24.32	25.02	25.74	26.46	27.17	27.89
5	B	16.00	16.53	17.07	17.60	18.13	18.67	19.20	19.74	20.27	20.80
	O	24.00	24.80	25.61	26.40	27.20	28.01	28.80	29.61	30.41	31.20
6	B	17.84	18.43	19.02	19.62	20.21	20.81	21.40	22.00	22.59	23.18
	O	26.76	27.65	28.53	29.43	30.32	31.22	32.10	33.00	33.89	34.77
7	B	19.82	20.48	21.14	21.80	22.46	23.12	23.78	24.44	25.10	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.66
8	B	21.95	22.68	23.41	24.15	24.88	25.61	26.34	27.07	27.81	28.54
	O	32.93	34.02	35.12	36.23	37.32	38.42	39.51	40.05	40.05	40.05
9	B	24.24	25.05	25.86	26.67	27.48	28.29	29.09	29.90	30.71	31.52
	O	36.36	37.58	38.79	40.01	40.05	40.05	40.05	40.05	40.05	40.05
10	B	26.70	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
11	B	29.33	30.31	31.29	32.27	33.24	34.22	35.20	36.18	37.16	38.13
	O	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05	40.05
12	B	35.16	36.33	37.50	38.67	39.85	41.02	42.19	43.36	44.53	45.71
	O	40.05	40.05	40.05	40.05	40.05	41.02	42.19	43.36	44.53	45.71
13	B	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
	O	41.81	43.20	44.59	45.99	47.38	48.78	50.17	51.56	52.96	54.35
14	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.23
15	B	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55
	O	58.11	60.05	61.99	63.92	65.86	67.80	69.73	71.67	73.61	75.55

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>