

**SALARY TABLE 2019-CLE**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.45%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH**  
**TOTAL INCREASE: 1.71%**  
**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	\$ 10.99	\$ 11.36	\$ 11.73	\$ 12.09	\$ 12.46	\$ 12.67	\$ 13.03	\$ 13.40	\$ 13.41	\$ 13.75
	O	16.49	17.04	17.60	18.14	18.69	19.01	19.55	20.10	20.12	20.63
2	B	12.36	12.66	13.06	13.41	13.56	13.96	14.36	14.76	15.16	15.56
	O	18.54	18.99	19.59	20.12	20.34	20.94	21.54	22.14	22.74	23.34
3	B	13.49	13.94	14.39	14.84	15.29	15.73	16.18	16.63	17.08	17.53
	O	20.24	20.91	21.59	22.26	22.94	23.60	24.27	24.95	25.62	26.30
4	B	15.14	15.64	16.15	16.65	17.16	17.66	18.17	18.67	19.18	19.68
	O	22.71	23.46	24.23	24.98	25.74	26.49	27.26	28.01	28.77	29.52
5	B	16.94	17.50	18.07	18.63	19.20	19.76	20.33	20.89	21.45	22.02
	O	25.41	26.25	27.11	27.95	28.80	29.64	30.50	31.34	32.18	33.03
6	B	18.88	19.51	20.14	20.77	21.40	22.03	22.66	23.29	23.92	24.55
	O	28.32	29.27	30.21	31.16	32.10	33.05	33.99	34.94	35.88	36.83
7	B	20.98	21.68	22.38	23.08	23.78	24.48	25.18	25.88	26.58	27.28
	O	31.47	32.52	33.57	34.62	35.67	36.72	37.77	38.82	39.87	40.92
8	B	23.24	24.01	24.79	25.56	26.34	27.11	27.88	28.66	29.43	30.21
	O	34.86	36.02	37.19	38.34	39.51	40.67	41.82	42.99	42.39	42.39
9	B	25.67	26.52	27.38	28.23	29.09	29.94	30.80	31.65	32.51	33.36
	O	38.51	39.78	41.07	42.35	42.39	42.39	42.39	42.39	42.39	42.39
10	B	28.26	29.21	30.15	31.09	32.03	32.97	33.92	34.86	35.80	36.74
	O	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39
11	B	31.05	32.09	33.12	34.16	35.20	36.23	37.27	38.30	39.34	40.37
	O	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39	42.39
12	B	37.22	38.46	39.70	40.94	42.18	43.42	44.67	45.91	47.15	48.39
	O	42.39	42.39	42.39	42.39	42.39	43.42	44.67	45.91	47.15	48.39
13	B	44.26	45.73	47.21	48.69	50.16	51.64	53.11	54.59	56.06	57.54
	O	44.26	45.73	47.21	48.69	50.16	51.64	53.11	54.59	56.06	57.54
14	B	52.30	54.05	55.79	57.53	59.28	61.02	62.76	64.51	66.25	67.99
	O	52.30	54.05	55.79	57.53	59.28	61.02	62.76	64.51	66.25	67.99
15	B	61.52	63.57	65.62	67.67	69.72	71.77	73.82	75.87	77.93	79.78
	O	61.52	63.57	65.62	67.67	69.72	71.77	73.82	75.87	77.93	79.78

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>