

**SALARY TABLE 2019-RUS**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.67%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**  
**TOTAL INCREASE: 1.66%**  
**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   | \$ 10.56 | \$ 10.91 | \$ 11.26 | \$ 11.61 | \$ 11.96 | \$ 12.17 | \$ 12.51 | \$ 12.86 | \$ 12.88 | \$ 13.21 |
|       | O   | 15.84    | 16.37    | 16.89    | 17.42    | 17.94    | 18.26    | 18.77    | 19.29    | 19.32    | 19.82    |
| 2     | B   | 11.87    | 12.15    | 12.55    | 12.88    | 13.02    | 13.41    | 13.79    | 14.17    | 14.55    | 14.94    |
|       | O   | 17.81    | 18.23    | 18.83    | 19.32    | 19.53    | 20.12    | 20.69    | 21.26    | 21.83    | 22.41    |
| 3     | B   | 12.95    | 13.38    | 13.82    | 14.25    | 14.68    | 15.11    | 15.54    | 15.97    | 16.41    | 16.84    |
|       | O   | 19.43    | 20.07    | 20.73    | 21.38    | 22.02    | 22.67    | 23.31    | 23.96    | 24.62    | 25.26    |
| 4     | B   | 14.54    | 15.02    | 15.51    | 15.99    | 16.48    | 16.96    | 17.45    | 17.93    | 18.41    | 18.90    |
|       | O   | 21.81    | 22.53    | 23.27    | 23.99    | 24.72    | 25.44    | 26.18    | 26.90    | 27.62    | 28.35    |
| 5     | B   | 16.27    | 16.81    | 17.35    | 17.89    | 18.44    | 18.98    | 19.52    | 20.06    | 20.60    | 21.15    |
|       | O   | 24.41    | 25.22    | 26.03    | 26.84    | 27.66    | 28.47    | 29.28    | 30.09    | 30.90    | 31.73    |
| 6     | B   | 18.13    | 18.74    | 19.34    | 19.95    | 20.55    | 21.16    | 21.76    | 22.37    | 22.97    | 23.57    |
|       | O   | 27.20    | 28.11    | 29.01    | 29.93    | 30.83    | 31.74    | 32.64    | 33.56    | 34.46    | 35.36    |
| 7     | B   | 20.15    | 20.82    | 21.49    | 22.17    | 22.84    | 23.51    | 24.18    | 24.85    | 25.52    | 26.20    |
|       | O   | 30.23    | 31.23    | 32.24    | 33.26    | 34.26    | 35.27    | 36.27    | 37.28    | 38.28    | 39.30    |
| 8     | B   | 22.32    | 23.06    | 23.80    | 24.55    | 25.29    | 26.03    | 26.78    | 27.52    | 28.27    | 29.01    |
|       | O   | 33.48    | 34.59    | 35.70    | 36.83    | 37.94    | 39.05    | 40.17    | 40.71    | 40.71    | 40.71    |
| 9     | B   | 24.65    | 25.47    | 26.29    | 27.11    | 27.93    | 28.75    | 29.58    | 30.40    | 31.22    | 32.04    |
|       | O   | 36.98    | 38.21    | 39.44    | 40.67    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    |
| 10    | B   | 27.14    | 28.05    | 28.95    | 29.86    | 30.76    | 31.67    | 32.57    | 33.47    | 34.38    | 35.28    |
|       | O   | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    |
| 11    | B   | 29.82    | 30.82    | 31.81    | 32.80    | 33.80    | 34.79    | 35.79    | 36.78    | 37.78    | 38.77    |
|       | O   | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    |
| 12    | B   | 35.74    | 36.93    | 38.13    | 39.32    | 40.51    | 41.70    | 42.89    | 44.08    | 45.28    | 46.47    |
|       | O   | 40.71    | 40.71    | 40.71    | 40.71    | 40.71    | 41.70    | 42.89    | 44.08    | 45.28    | 46.47    |
| 13    | B   | 42.50    | 43.92    | 45.34    | 46.75    | 48.17    | 49.59    | 51.00    | 52.42    | 53.84    | 55.25    |
|       | O   | 42.50    | 43.92    | 45.34    | 46.75    | 48.17    | 49.59    | 51.00    | 52.42    | 53.84    | 55.25    |
| 14    | B   | 50.23    | 51.90    | 53.57    | 55.25    | 56.92    | 58.60    | 60.27    | 61.95    | 63.62    | 65.30    |
|       | O   | 50.23    | 51.90    | 53.57    | 55.25    | 56.92    | 58.60    | 60.27    | 61.95    | 63.62    | 65.30    |
| 15    | B   | 59.08    | 61.05    | 63.02    | 64.99    | 66.96    | 68.93    | 70.89    | 72.86    | 74.83    | 76.80    |
|       | O   | 59.08    | 61.05    | 63.02    | 64.99    | 66.96    | 68.93    | 70.89    | 72.86    | 74.83    | 76.80    |

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/>