

**SALARY TABLE 2020-CHI (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.59%**  
**FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI**  
**TOTAL INCREASE: 3.03%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 12.04	\$ 12.45	\$ 12.85	\$ 13.24	\$ 13.64	\$ 13.88	\$ 14.27	\$ 14.67	\$ 14.69	\$ 15.06
	O	18.06	18.68	19.28	19.86	20.46	20.82	21.41	22.01	22.04	22.59
2	B	13.54	13.86	14.31	14.69	14.85	15.29	15.73	16.16	16.60	17.04
	O	20.31	20.79	21.47	22.04	22.28	22.94	23.60	24.24	24.90	25.56
3	B	17.73	18.22	18.71	19.20	19.70	20.19	20.68	21.17	21.67	22.16
	O	26.60	27.33	28.07	28.80	29.55	30.29	31.02	31.76	32.51	33.24
4	B	19.90	20.45	21.01	21.56	22.11	22.66	23.22	23.77	24.32	24.87
	O	29.85	30.68	31.52	32.34	33.17	33.99	34.83	35.66	36.48	37.31
5	B	22.88	23.50	24.12	24.74	25.36	25.98	26.60	27.21	27.83	28.45
	O	34.32	35.25	36.18	37.11	38.04	38.97	39.90	40.82	41.75	42.68
6	B	24.13	24.82	25.51	26.20	26.89	27.58	28.27	28.96	29.65	30.33
	O	36.20	37.23	38.27	39.30	40.34	41.37	42.41	43.44	44.48	45.50
7	B	26.05	26.81	27.58	28.34	29.11	29.88	30.64	31.41	32.17	32.94
	O	39.08	40.22	41.37	42.51	43.67	44.82	45.96	47.12	47.99	47.99
8	B	27.15	28.00	28.85	29.70	30.54	31.39	32.24	33.09	33.94	34.79
	O	40.73	42.00	43.28	44.55	45.81	47.09	47.99	47.99	47.99	47.99
9	B	29.05	29.99	30.92	31.86	32.80	33.74	34.67	35.61	36.55	37.48
	O	43.58	44.99	46.38	47.79	47.99	47.99	47.99	47.99	47.99	47.99
10	B	31.99	33.02	34.06	35.09	36.12	37.15	38.18	39.22	40.25	41.28
	O	47.99	47.99	47.99	47.99	47.99	47.99	47.99	47.99	47.99	47.99
11	B	34.01	35.15	36.28	37.41	38.55	39.68	40.82	41.95	43.08	44.22
	O	47.99	47.99	47.99	47.99	47.99	47.99	47.99	47.99	47.99	47.99
12	B	40.77	42.13	43.49	44.85	46.21	47.56	48.92	50.28	51.64	53.00
	O	47.99	47.99	47.99	47.99	47.99	47.99	48.92	50.28	51.64	53.00
13	B	48.48	50.10	51.71	53.33	54.94	56.56	58.18	59.79	61.41	63.02
	O	48.48	50.10	51.71	53.33	54.94	56.56	58.18	59.79	61.41	63.02
14	B	57.29	59.20	61.11	63.02	64.93	66.83	68.74	70.65	72.56	74.47
	O	57.29	59.20	61.11	63.02	64.93	66.83	68.74	70.65	72.56	74.47
15	B	67.39	69.63	71.88	74.13	76.37	78.62	80.86	81.84	81.84	81.84
	O	67.39	69.63	71.88	74.13	76.37	78.62	80.86	81.84	81.84	81.84

\* 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 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>