

**SALARY TABLE 2020-HAR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.49%**  
**FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA**  
**TOTAL INCREASE: 3.09%**  
**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	\$ 12.13	\$ 12.53	\$ 12.94	\$ 13.34	\$ 13.74	\$ 13.98	\$ 14.37	\$ 14.78	\$ 14.79	\$ 15.17
	O	18.20	18.80	19.41	20.01	20.61	20.97	21.56	22.17	22.19	22.76
2	B	13.63	13.96	14.41	14.79	14.96	15.40	15.84	16.28	16.72	17.16
	O	20.45	20.94	21.62	22.19	22.44	23.10	23.76	24.42	25.08	25.74
3	B	17.85	18.35	18.84	19.34	19.83	20.33	20.83	21.32	21.82	22.31
	O	26.78	27.53	28.26	29.01	29.75	30.50	31.25	31.98	32.73	33.47
4	B	20.04	20.60	21.15	21.71	22.26	22.82	23.38	23.93	24.49	25.05
	O	30.06	30.90	31.73	32.57	33.39	34.23	35.07	35.90	36.74	37.58
5	B	23.04	23.67	24.29	24.91	25.54	26.16	26.78	27.40	28.03	28.65
	O	34.56	35.51	36.44	37.37	38.31	39.24	40.17	41.10	42.05	42.98
6	B	24.30	24.99	25.69	26.38	27.08	27.77	28.46	29.16	29.85	30.55
	O	36.45	37.49	38.54	39.57	40.62	41.66	42.69	43.74	44.78	45.83
7	B	26.23	27.00	27.77	28.54	29.31	30.08	30.86	31.63	32.40	33.17
	O	39.35	40.50	41.66	42.81	43.97	45.12	46.29	47.45	48.33	48.33
8	B	27.34	28.19	29.05	29.90	30.76	31.61	32.47	33.32	34.17	35.03
	O	41.01	42.29	43.58	44.85	46.14	47.42	48.33	48.33	48.33	48.33
9	B	29.25	30.20	31.14	32.08	33.03	33.97	34.92	35.86	36.80	37.75
	O	43.88	45.30	46.71	48.12	48.33	48.33	48.33	48.33	48.33	48.33
10	B	32.22	33.25	34.29	35.33	36.37	37.41	38.45	39.49	40.53	41.57
	O	48.33	48.33	48.33	48.33	48.33	48.33	48.33	48.33	48.33	48.33
11	B	34.25	35.39	36.54	37.68	38.82	39.96	41.10	42.24	43.39	44.53
	O	48.33	48.33	48.33	48.33	48.33	48.33	48.33	48.33	48.33	48.33
12	B	41.05	42.42	43.79	45.16	46.53	47.90	49.27	50.63	52.00	53.37
	O	48.33	48.33	48.33	48.33	48.33	48.33	49.27	50.63	52.00	53.37
13	B	48.82	50.45	52.07	53.70	55.33	56.96	58.58	60.21	61.84	63.47
	O	48.82	50.45	52.07	53.70	55.33	56.96	58.58	60.21	61.84	63.47
14	B	57.69	59.61	61.53	63.46	65.38	67.30	69.23	71.15	73.07	74.99
	O	57.69	59.61	61.53	63.46	65.38	67.30	69.23	71.15	73.07	74.99
15	B	67.86	70.12	72.38	74.64	76.91	79.17	81.43	81.84	81.84	81.84
	O	67.86	70.12	72.38	74.64	76.91	79.17	81.43	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/>