

**SALARY TABLE 2020-IND (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.92%**  
**FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN**  
**TOTAL INCREASE: 2.91%**  
**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	\$ 10.95	\$ 11.32	\$ 11.68	\$ 12.04	\$ 12.41	\$ 12.62	\$ 12.98	\$ 13.34	\$ 13.36	\$ 13.70
	O	16.43	16.98	17.52	18.06	18.62	18.93	19.47	20.01	20.04	20.55
2	B	12.31	12.60	13.01	13.36	13.51	13.90	14.30	14.70	15.09	15.49
	O	18.47	18.90	19.52	20.04	20.27	20.85	21.45	22.05	22.64	23.24
3	B	16.12	16.57	17.01	17.46	17.91	18.36	18.80	19.25	19.70	20.15
	O	24.18	24.86	25.52	26.19	26.87	27.54	28.20	28.88	29.55	30.23
4	B	18.09	18.60	19.10	19.60	20.10	20.61	21.11	21.61	22.11	22.62
	O	27.14	27.90	28.65	29.40	30.15	30.92	31.67	32.42	33.17	33.93
5	B	20.81	21.37	21.93	22.49	23.06	23.62	24.18	24.74	25.31	25.87
	O	31.22	32.06	32.90	33.74	34.59	35.43	36.27	37.11	37.97	38.81
6	B	21.94	22.57	23.19	23.82	24.45	25.07	25.70	26.33	26.95	27.58
	O	32.91	33.86	34.79	35.73	36.68	37.61	38.55	39.50	40.43	41.37
7	B	23.68	24.38	25.08	25.77	26.47	27.16	27.86	28.56	29.25	29.95
	O	35.52	36.57	37.62	38.66	39.71	40.74	41.79	42.84	43.64	43.64
8	B	24.69	25.46	26.23	27.00	27.77	28.54	29.31	30.09	30.86	31.63
	O	37.04	38.19	39.35	40.50	41.66	42.81	43.64	43.64	43.64	43.64
9	B	26.41	27.27	28.12	28.97	29.82	30.67	31.53	32.38	33.23	34.08
	O	39.62	40.91	42.18	43.46	43.64	43.64	43.64	43.64	43.64	43.64
10	B	29.09	30.03	30.96	31.90	32.84	33.78	34.72	35.66	36.59	37.53
	O	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64
11	B	30.93	31.96	32.99	34.02	35.05	36.08	37.11	38.14	39.17	40.20
	O	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64
12	B	37.07	38.30	39.54	40.78	42.01	43.25	44.48	45.72	46.96	48.19
	O	43.64	43.64	43.64	43.64	43.64	43.64	44.48	45.72	46.96	48.19
13	B	44.08	45.55	47.02	48.49	49.96	51.43	52.90	54.37	55.84	57.30
	O	44.08	45.55	47.02	48.49	49.96	51.43	52.90	54.37	55.84	57.30
14	B	52.09	53.82	55.56	57.30	59.03	60.77	62.51	64.24	65.98	67.71
	O	52.09	53.82	55.56	57.30	59.03	60.77	62.51	64.24	65.98	67.71
15	B	61.27	63.31	65.36	67.40	69.44	71.48	73.53	75.57	77.61	79.65
	O	61.27	63.31	65.36	67.40	69.44	71.48	73.53	75.57	77.61	79.65

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/>