

**SALARY TABLE 2020-IND**  
**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	13.43	13.88	14.33	14.77	15.22	15.67	16.12	16.57	17.01	17.46
	O	20.15	20.82	21.50	22.16	22.83	23.51	24.18	24.86	25.52	26.19
4	B	15.08	15.58	16.08	16.59	17.09	17.59	18.09	18.60	19.10	19.60
	O	22.62	23.37	24.12	24.89	25.64	26.39	27.14	27.90	28.65	29.40
5	B	16.87	17.43	18.00	18.56	19.12	19.68	20.24	20.81	21.37	21.93
	O	25.31	26.15	27.00	27.84	28.68	29.52	30.36	31.22	32.06	32.90
6	B	18.81	19.43	20.06	20.69	21.31	21.94	22.57	23.19	23.82	24.45
	O	28.22	29.15	30.09	31.04	31.97	32.91	33.86	34.79	35.73	36.68
7	B	20.90	21.59	22.29	22.99	23.68	24.38	25.08	25.77	26.47	27.16
	O	31.35	32.39	33.44	34.49	35.52	36.57	37.62	38.66	39.71	40.74
8	B	23.14	23.91	24.69	25.46	26.23	27.00	27.77	28.54	29.31	30.09
	O	34.71	35.87	37.04	38.19	39.35	40.50	41.66	42.23	42.23	42.23
9	B	25.56	26.41	27.27	28.12	28.97	29.82	30.67	31.53	32.38	33.23
	O	38.34	39.62	40.91	42.18	42.23	42.23	42.23	42.23	42.23	42.23
10	B	28.15	29.09	30.03	30.96	31.90	32.84	33.78	34.72	35.66	36.59
	O	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23
11	B	30.93	31.96	32.99	34.02	35.05	36.08	37.11	38.14	39.17	40.20
	O	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23
12	B	37.07	38.30	39.54	40.78	42.01	43.25	44.48	45.72	46.96	48.19
	O	42.23	42.23	42.23	42.23	42.23	43.25	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

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/>