

**SALARY TABLE 2020-PX (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.12%**  
**FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ**  
**TOTAL INCREASE: 3.05%**  
**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	\$ 11.25	\$ 11.63	\$ 12.00	\$ 12.37	\$ 12.75	\$ 12.96	\$ 13.33	\$ 13.71	\$ 13.72	\$ 14.07
	O	16.88	17.45	18.00	18.56	19.13	19.44	20.00	20.57	20.58	21.11
2	B	12.65	12.95	13.37	13.72	13.88	14.28	14.69	15.10	15.51	15.92
	O	18.98	19.43	20.06	20.58	20.82	21.42	22.04	22.65	23.27	23.88
3	B	16.56	17.02	17.48	17.94	18.40	18.86	19.32	19.78	20.24	20.70
	O	24.84	25.53	26.22	26.91	27.60	28.29	28.98	29.67	30.36	31.05
4	B	18.59	19.11	19.62	20.14	20.65	21.17	21.69	22.20	22.72	23.24
	O	27.89	28.67	29.43	30.21	30.98	31.76	32.54	33.30	34.08	34.86
5	B	21.38	21.95	22.53	23.11	23.69	24.27	24.84	25.42	26.00	26.58
	O	32.07	32.93	33.80	34.67	35.54	36.41	37.26	38.13	39.00	39.87
6	B	22.54	23.18	23.83	24.47	25.12	25.76	26.40	27.05	27.69	28.34
	O	33.81	34.77	35.75	36.71	37.68	38.64	39.60	40.58	41.54	42.51
7	B	24.33	25.05	25.76	26.48	27.19	27.91	28.62	29.34	30.05	30.77
	O	36.50	37.58	38.64	39.72	40.79	41.87	42.93	44.01	44.82	44.82
8	B	25.36	26.15	26.95	27.74	28.53	29.32	30.12	30.91	31.70	32.49
	O	38.04	39.23	40.43	41.61	42.80	43.98	44.82	44.82	44.82	44.82
9	B	27.14	28.01	28.89	29.76	30.64	31.51	32.39	33.26	34.14	35.02
	O	40.71	42.02	43.34	44.64	44.82	44.82	44.82	44.82	44.82	44.82
10	B	29.88	30.85	31.81	32.78	33.74	34.70	35.67	36.63	37.60	38.56
	O	44.82	44.82	44.82	44.82	44.82	44.82	44.82	44.82	44.82	44.82
11	B	31.77	32.83	33.89	34.95	36.01	37.07	38.13	39.19	40.25	41.30
	O	44.82	44.82	44.82	44.82	44.82	44.82	44.82	44.82	44.82	44.82
12	B	38.08	39.35	40.62	41.89	43.16	44.43	45.70	46.97	48.24	49.51
	O	44.82	44.82	44.82	44.82	44.82	44.82	45.70	46.97	48.24	49.51
13	B	45.29	46.80	48.31	49.82	51.32	52.83	54.34	55.85	57.36	58.87
	O	45.29	46.80	48.31	49.82	51.32	52.83	54.34	55.85	57.36	58.87
14	B	53.51	55.30	57.08	58.87	60.65	62.43	64.22	66.00	67.78	69.57
	O	53.51	55.30	57.08	58.87	60.65	62.43	64.22	66.00	67.78	69.57
15	B	62.95	65.05	67.14	69.24	71.34	73.44	75.54	77.64	79.74	81.83
	O	62.95	65.05	67.14	69.24	71.34	73.44	75.54	77.64	79.74	81.83

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/>