

SALARY TABLE 2020-RA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.49%
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC
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	\$ 11.28	\$ 11.66	\$ 12.04	\$ 12.41	\$ 12.78	\$ 13.00	\$ 13.37	\$ 13.75	\$ 13.76	\$ 14.11
	O	16.92	17.49	18.06	18.62	19.17	19.50	20.06	20.63	20.64	21.17
2	B	12.69	12.99	13.41	13.76	13.92	14.33	14.74	15.15	15.56	15.97
	O	19.04	19.49	20.12	20.64	20.88	21.50	22.11	22.73	23.34	23.96
3	B	16.61	17.07	17.53	17.99	18.46	18.92	19.38	19.84	20.30	20.76
	O	24.92	25.61	26.30	26.99	27.69	28.38	29.07	29.76	30.45	31.14
4	B	18.65	19.16	19.68	20.20	20.72	21.24	21.75	22.27	22.79	23.31
	O	27.98	28.74	29.52	30.30	31.08	31.86	32.63	33.41	34.19	34.97
5	B	21.44	22.02	22.60	23.18	23.76	24.34	24.92	25.50	26.08	26.66
	O	32.16	33.03	33.90	34.77	35.64	36.51	37.38	38.25	39.12	39.99
6	B	22.61	23.26	23.90	24.55	25.19	25.84	26.49	27.13	27.78	28.42
	O	33.92	34.89	35.85	36.83	37.79	38.76	39.74	40.70	41.67	42.63
7	B	24.41	25.12	25.84	26.56	27.28	27.99	28.71	29.43	30.15	30.86
	O	36.62	37.68	38.76	39.84	40.92	41.99	43.07	44.15	44.97	44.97
8	B	25.44	26.23	27.03	27.82	28.62	29.41	30.21	31.00	31.80	32.59
	O	38.16	39.35	40.55	41.73	42.93	44.12	44.97	44.97	44.97	44.97
9	B	27.22	28.10	28.98	29.85	30.73	31.61	32.49	33.37	34.25	35.12
	O	40.83	42.15	43.47	44.78	44.97	44.97	44.97	44.97	44.97	44.97
10	B	29.98	30.94	31.91	32.88	33.84	34.81	35.78	36.75	37.71	38.68
	O	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97
11	B	31.87	32.93	34.00	35.06	36.12	37.18	38.24	39.31	40.37	41.43
	O	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97
12	B	38.20	39.47	40.75	42.02	43.30	44.57	45.84	47.12	48.39	49.66
	O	44.97	44.97	44.97	44.97	44.97	44.97	45.84	47.12	48.39	49.66
13	B	45.43	46.94	48.45	49.97	51.48	53.00	54.51	56.03	57.54	59.05
	O	45.43	46.94	48.45	49.97	51.48	53.00	54.51	56.03	57.54	59.05
14	B	53.68	55.47	57.26	59.05	60.84	62.62	64.41	66.20	67.99	69.78
	O	53.68	55.47	57.26	59.05	60.84	62.62	64.41	66.20	67.99	69.78
15	B	63.14	65.25	67.35	69.46	71.56	73.67	75.77	77.88	79.98	81.84
	O	63.14	65.25	67.35	69.46	71.56	73.67	75.77	77.88	79.98	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/>