

**SALARY TABLE 2020-SAC (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.37%**  
**FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV**  
**TOTAL INCREASE: 3.24%**  
**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	\$ 11.83	\$ 12.23	\$ 12.62	\$ 13.01	\$ 13.41	\$ 13.64	\$ 14.03	\$ 14.42	\$ 14.44	\$ 14.80
	O	17.75	18.35	18.93	19.52	20.12	20.46	21.05	21.63	21.66	22.20
2	B	13.31	13.62	14.06	14.44	14.60	15.03	15.46	15.89	16.31	16.74
	O	19.97	20.43	21.09	21.66	21.90	22.55	23.19	23.84	24.47	25.11
3	B	17.42	17.90	18.39	18.87	19.36	19.84	20.32	20.81	21.29	21.77
	O	26.13	26.85	27.59	28.31	29.04	29.76	30.48	31.22	31.94	32.66
4	B	19.56	20.10	20.64	21.19	21.73	22.27	22.82	23.36	23.90	24.44
	O	29.34	30.15	30.96	31.79	32.60	33.41	34.23	35.04	35.85	36.66
5	B	22.49	23.10	23.71	24.31	24.92	25.53	26.14	26.74	27.35	27.96
	O	33.74	34.65	35.57	36.47	37.38	38.30	39.21	40.11	41.03	41.94
6	B	23.71	24.39	25.07	25.75	26.42	27.10	27.78	28.46	29.13	29.81
	O	35.57	36.59	37.61	38.63	39.63	40.65	41.67	42.69	43.70	44.72
7	B	25.60	26.35	27.10	27.85	28.61	29.36	30.11	30.87	31.62	32.37
	O	38.40	39.53	40.65	41.78	42.92	44.04	45.17	46.31	47.16	47.16
8	B	26.68	27.52	28.35	29.18	30.02	30.85	31.68	32.52	33.35	34.19
	O	40.02	41.28	42.53	43.77	45.03	46.28	47.16	47.16	47.16	47.16
9	B	28.55	29.47	30.39	31.31	32.23	33.15	34.07	35.00	35.92	36.84
	O	42.83	44.21	45.59	46.97	47.16	47.16	47.16	47.16	47.16	47.16
10	B	31.44	32.45	33.47	34.48	35.50	36.51	37.52	38.54	39.55	40.57
	O	47.16	47.16	47.16	47.16	47.16	47.16	47.16	47.16	47.16	47.16
11	B	33.43	34.54	35.66	36.77	37.88	39.00	40.11	41.23	42.34	43.45
	O	47.16	47.16	47.16	47.16	47.16	47.16	47.16	47.16	47.16	47.16
12	B	40.06	41.40	42.74	44.07	45.41	46.74	48.08	49.41	50.75	52.09
	O	47.16	47.16	47.16	47.16	47.16	47.16	48.08	49.41	50.75	52.09
13	B	47.64	49.23	50.82	52.41	54.00	55.58	57.17	58.76	60.35	61.94
	O	47.64	49.23	50.82	52.41	54.00	55.58	57.17	58.76	60.35	61.94
14	B	56.30	58.17	60.05	61.93	63.80	65.68	67.56	69.43	71.31	73.19
	O	56.30	58.17	60.05	61.93	63.80	65.68	67.56	69.43	71.31	73.19
15	B	66.22	68.43	70.64	72.85	75.05	77.26	79.47	81.68	81.84	81.84
	O	66.22	68.43	70.64	72.85	75.05	77.26	79.47	81.68	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/>