

SALARY TABLE 2020-DET (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.32%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI
TOTAL INCREASE: 3.01%
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 | \$ 11.92 | \$ 12.32 | \$ 12.72 | \$ 13.11 | \$ 13.51 | \$ 13.74 | \$ 14.13 | \$ 14.53 | \$ 14.54 | \$ 14.91 |
| | O | 17.88 | 18.48 | 19.08 | 19.67 | 20.27 | 20.61 | 21.20 | 21.80 | 21.81 | 22.37 |
| 2 | B | 13.41 | 13.72 | 14.17 | 14.54 | 14.71 | 15.14 | 15.57 | 16.00 | 16.44 | 16.87 |
| | O | 20.12 | 20.58 | 21.26 | 21.81 | 22.07 | 22.71 | 23.36 | 24.00 | 24.66 | 25.31 |
| 3 | B | 17.55 | 18.04 | 18.53 | 19.01 | 19.50 | 19.99 | 20.48 | 20.96 | 21.45 | 21.94 |
| | O | 26.33 | 27.06 | 27.80 | 28.52 | 29.25 | 29.99 | 30.72 | 31.44 | 32.18 | 32.91 |
| 4 | B | 19.70 | 20.25 | 20.80 | 21.34 | 21.89 | 22.44 | 22.99 | 23.53 | 24.08 | 24.63 |
| | O | 29.55 | 30.38 | 31.20 | 32.01 | 32.84 | 33.66 | 34.49 | 35.30 | 36.12 | 36.95 |
| 5 | B | 22.66 | 23.27 | 23.88 | 24.50 | 25.11 | 25.72 | 26.33 | 26.95 | 27.56 | 28.17 |
| | O | 33.99 | 34.91 | 35.82 | 36.75 | 37.67 | 38.58 | 39.50 | 40.43 | 41.34 | 42.26 |
| 6 | B | 23.89 | 24.57 | 25.26 | 25.94 | 26.62 | 27.30 | 27.99 | 28.67 | 29.35 | 30.03 |
| | O | 35.84 | 36.86 | 37.89 | 38.91 | 39.93 | 40.95 | 41.99 | 43.01 | 44.03 | 45.05 |
| 7 | B | 25.79 | 26.55 | 27.31 | 28.06 | 28.82 | 29.58 | 30.34 | 31.10 | 31.86 | 32.61 |
| | O | 38.69 | 39.83 | 40.97 | 42.09 | 43.23 | 44.37 | 45.51 | 46.65 | 47.52 | 47.52 |
| 8 | B | 26.88 | 27.72 | 28.56 | 29.40 | 30.24 | 31.08 | 31.92 | 32.76 | 33.60 | 34.44 |
| | O | 40.32 | 41.58 | 42.84 | 44.10 | 45.36 | 46.62 | 47.52 | 47.52 | 47.52 | 47.52 |
| 9 | B | 28.76 | 29.69 | 30.62 | 31.55 | 32.47 | 33.40 | 34.33 | 35.26 | 36.19 | 37.11 |
| | O | 43.14 | 44.54 | 45.93 | 47.33 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 |
| 10 | B | 31.68 | 32.70 | 33.72 | 34.74 | 35.76 | 36.78 | 37.81 | 38.83 | 39.85 | 40.87 |
| | O | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 |
| 11 | B | 33.68 | 34.80 | 35.92 | 37.05 | 38.17 | 39.29 | 40.41 | 41.54 | 42.66 | 43.78 |
| | O | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 |
| 12 | B | 40.37 | 41.71 | 43.06 | 44.40 | 45.75 | 47.09 | 48.44 | 49.79 | 51.13 | 52.48 |
| | O | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 47.52 | 48.44 | 49.79 | 51.13 | 52.48 |
| 13 | B | 48.00 | 49.60 | 51.20 | 52.80 | 54.40 | 56.00 | 57.60 | 59.20 | 60.80 | 62.40 |
| | O | 48.00 | 49.60 | 51.20 | 52.80 | 54.40 | 56.00 | 57.60 | 59.20 | 60.80 | 62.40 |
| 14 | B | 56.72 | 58.61 | 60.50 | 62.39 | 64.28 | 66.17 | 68.07 | 69.96 | 71.85 | 73.74 |
| | O | 56.72 | 58.61 | 60.50 | 62.39 | 64.28 | 66.17 | 68.07 | 69.96 | 71.85 | 73.74 |
| 15 | B | 66.72 | 68.94 | 71.17 | 73.39 | 75.62 | 77.84 | 80.07 | 81.84 | 81.84 | 81.84 |
| | O | 66.72 | 68.94 | 71.17 | 73.39 | 75.62 | 77.84 | 80.07 | 81.84 | 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/>