

**SALARY TABLE 2020-RUS (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.95%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**

**TOTAL INCREASE: 2.85%**

**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	\$ 10.86	\$ 11.22	\$ 11.58	\$ 11.94	\$ 12.30	\$ 12.51	\$ 12.87	\$ 13.23	\$ 13.24	\$ 13.58
	O	16.29	16.83	17.37	17.91	18.45	18.77	19.31	19.85	19.86	20.37
2	B	12.21	12.50	12.90	13.24	13.39	13.79	14.18	14.58	14.97	15.36
	O	18.32	18.75	19.35	19.86	20.09	20.69	21.27	21.87	22.46	23.04
3	B	15.98	16.43	16.87	17.32	17.76	18.20	18.65	19.09	19.54	19.98
	O	23.97	24.65	25.31	25.98	26.64	27.30	27.98	28.64	29.31	29.97
4	B	17.94	18.44	18.94	19.44	19.94	20.44	20.93	21.43	21.93	22.43
	O	26.91	27.66	28.41	29.16	29.91	30.66	31.40	32.15	32.90	33.65
5	B	20.63	21.19	21.75	22.31	22.87	23.42	23.98	24.54	25.10	25.66
	O	30.95	31.79	32.63	33.47	34.31	35.13	35.97	36.81	37.65	38.49
6	B	21.76	22.38	23.00	23.62	24.24	24.87	25.49	26.11	26.73	27.35
	O	32.64	33.57	34.50	35.43	36.36	37.31	38.24	39.17	40.10	41.03
7	B	23.49	24.18	24.87	25.56	26.25	26.94	27.63	28.32	29.01	29.70
	O	35.24	36.27	37.31	38.34	39.38	40.41	41.45	42.48	43.28	43.28
8	B	24.48	25.25	26.01	26.78	27.54	28.31	29.07	29.84	30.60	31.37
	O	36.72	37.88	39.02	40.17	41.31	42.47	43.28	43.28	43.28	43.28
9	B	26.19	27.04	27.88	28.73	29.57	30.42	31.26	32.11	32.95	33.80
	O	39.29	40.56	41.82	43.10	43.28	43.28	43.28	43.28	43.28	43.28
10	B	28.85	29.78	30.71	31.64	32.57	33.50	34.43	35.36	36.29	37.22
	O	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28
11	B	30.67	31.69	32.71	33.74	34.76	35.78	36.80	37.83	38.85	39.87
	O	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28
12	B	36.76	37.99	39.21	40.44	41.66	42.89	44.11	45.34	46.57	47.79
	O	43.28	43.28	43.28	43.28	43.28	43.28	44.11	45.34	46.57	47.79
13	B	43.71	45.17	46.63	48.09	49.54	51.00	52.46	53.91	55.37	56.83
	O	43.71	45.17	46.63	48.09	49.54	51.00	52.46	53.91	55.37	56.83
14	B	51.66	53.38	55.10	56.82	58.54	60.26	61.99	63.71	65.43	67.15
	O	51.66	53.38	55.10	56.82	58.54	60.26	61.99	63.71	65.43	67.15
15	B	60.76	62.79	64.81	66.84	68.86	70.89	72.92	74.94	76.97	78.99
	O	60.76	62.79	64.81	66.84	68.86	70.89	72.92	74.94	76.97	78.99

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/>