

**SALARY TABLE 2020-AU**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.17%**  
**FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX**  
**TOTAL INCREASE: 3.22%**  
**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	\$ 11.07	\$ 11.44	\$ 11.80	\$ 12.17	\$ 12.54	\$ 12.75	\$ 13.12	\$ 13.48	\$ 13.50	\$ 13.84
	O	16.61	17.16	17.70	18.26	18.81	19.13	19.68	20.22	20.25	20.76
2	B	12.44	12.74	13.15	13.50	13.65	14.05	14.45	14.85	15.26	15.66
	O	18.66	19.11	19.73	20.25	20.48	21.08	21.68	22.28	22.89	23.49
3	B	13.58	14.03	14.48	14.93	15.39	15.84	16.29	16.74	17.20	17.65
	O	20.37	21.05	21.72	22.40	23.09	23.76	24.44	25.11	25.80	26.48
4	B	15.24	15.75	16.26	16.76	17.27	17.78	18.29	18.79	19.30	19.81
	O	22.86	23.63	24.39	25.14	25.91	26.67	27.44	28.19	28.95	29.72
5	B	17.05	17.62	18.19	18.76	19.32	19.89	20.46	21.03	21.60	22.17
	O	25.58	26.43	27.29	28.14	28.98	29.84	30.69	31.55	32.40	33.26
6	B	19.01	19.64	20.27	20.91	21.54	22.17	22.81	23.44	24.08	24.71
	O	28.52	29.46	30.41	31.37	32.31	33.26	34.22	35.16	36.12	37.07
7	B	21.12	21.82	22.53	23.23	23.94	24.64	25.34	26.05	26.75	27.45
	O	31.68	32.73	33.80	34.85	35.91	36.96	38.01	39.08	40.13	41.18
8	B	23.39	24.17	24.95	25.73	26.51	27.29	28.07	28.85	29.63	30.41
	O	35.09	36.26	37.43	38.60	39.77	40.94	42.11	42.68	42.68	42.68
9	B	25.83	26.70	27.56	28.42	29.28	30.14	31.00	31.86	32.72	33.59
	O	38.75	40.05	41.34	42.63	42.68	42.68	42.68	42.68	42.68	42.68
10	B	28.45	29.40	30.35	31.30	32.24	33.19	34.14	35.09	36.04	36.99
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
11	B	31.26	32.30	33.34	34.38	35.43	36.47	37.51	38.55	39.59	40.63
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
12	B	37.47	38.71	39.96	41.21	42.46	43.71	44.96	46.21	47.46	48.71
	O	42.68	42.68	42.68	42.68	42.68	43.71	44.96	46.21	47.46	48.71
13	B	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.95	56.43	57.92
	O	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.95	56.43	57.92
14	B	52.65	54.40	56.15	57.91	59.66	61.42	63.17	64.93	66.68	68.44
	O	52.65	54.40	56.15	57.91	59.66	61.42	63.17	64.93	66.68	68.44
15	B	61.93	63.99	66.05	68.12	70.18	72.25	74.31	76.38	78.44	80.51
	O	61.93	63.99	66.05	68.12	70.18	72.25	74.31	76.38	78.44	80.51

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/>