

SALARY TABLE 2020-BN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.89%
FOR THE LOCALITY PAY AREA OF BURLINGTON-SOUTH BURLINGTON, VT
TOTAL INCREASE: 3.23%
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	\$ 10.95	\$ 11.31	\$ 11.68	\$ 12.04	\$ 12.40	\$ 12.62	\$ 12.98	\$ 13.34	\$ 13.35	\$ 13.69
	O	16.43	16.97	17.52	18.06	18.60	18.93	19.47	20.01	20.03	20.54
2	B	12.31	12.60	13.01	13.35	13.50	13.90	14.30	14.69	15.09	15.49
	O	18.47	18.90	19.52	20.03	20.25	20.85	21.45	22.04	22.64	23.24
3	B	16.11	16.56	17.01	17.46	17.90	18.35	18.80	19.25	19.69	20.14
	O	24.17	24.84	25.52	26.19	26.85	27.53	28.20	28.88	29.54	30.21
4	B	18.09	18.59	19.09	19.60	20.10	20.60	21.10	21.61	22.11	22.61
	O	27.14	27.89	28.64	29.40	30.15	30.90	31.65	32.42	33.17	33.92
5	B	20.80	21.36	21.93	22.49	23.05	23.61	24.18	24.74	25.30	25.86
	O	31.20	32.04	32.90	33.74	34.58	35.42	36.27	37.11	37.95	38.79
6	B	21.93	22.56	23.19	23.81	24.44	25.07	25.69	26.32	26.95	27.57
	O	32.90	33.84	34.79	35.72	36.66	37.61	38.54	39.48	40.43	41.36
7	B	23.68	24.37	25.07	25.77	26.46	27.16	27.85	28.55	29.25	29.94
	O	35.52	36.56	37.61	38.66	39.69	40.74	41.78	42.83	43.62	43.62
8	B	24.68	25.45	26.22	26.99	27.76	28.54	29.31	30.08	30.85	31.62
	O	37.02	38.18	39.33	40.49	41.64	42.81	43.62	43.62	43.62	43.62
9	B	26.41	27.26	28.11	28.96	29.81	30.67	31.52	32.37	33.22	34.07
	O	39.62	40.89	42.17	43.44	43.62	43.62	43.62	43.62	43.62	43.62
10	B	29.08	30.02	30.96	31.89	32.83	33.77	34.71	35.65	36.59	37.52
	O	43.62	43.62	43.62	43.62	43.62	43.62	43.62	43.62	43.62	43.62
11	B	30.92	31.95	32.98	34.01	35.04	36.07	37.10	38.13	39.16	40.19
	O	43.62	43.62	43.62	43.62	43.62	43.62	43.62	43.62	43.62	43.62
12	B	37.06	38.29	39.53	40.77	42.00	43.24	44.47	45.71	46.94	48.18
	O	43.62	43.62	43.62	43.62	43.62	43.62	44.47	45.71	46.94	48.18
13	B	44.07	45.54	47.01	48.48	49.94	51.41	52.88	54.35	55.82	57.29
	O	44.07	45.54	47.01	48.48	49.94	51.41	52.88	54.35	55.82	57.29
14	B	52.08	53.81	55.55	57.28	59.02	60.75	62.49	64.23	65.96	67.70
	O	52.08	53.81	55.55	57.28	59.02	60.75	62.49	64.23	65.96	67.70
15	B	61.25	63.30	65.34	67.38	69.42	71.46	73.51	75.55	77.59	79.63
	O	61.25	63.30	65.34	67.38	69.42	71.46	73.51	75.55	77.59	79.63

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/>