

SALARY TABLE 2020-CLE (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.82%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH
TOTAL INCREASE: 2.92%
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	\$ 11.31	\$ 11.69	\$ 12.07	\$ 12.44	\$ 12.82	\$ 13.04	\$ 13.41	\$ 13.79	\$ 13.80	\$ 14.15
	O	16.97	17.54	18.11	18.66	19.23	19.56	20.12	20.69	20.70	21.23
2	B	12.72	13.02	13.45	13.80	13.96	14.37	14.78	15.19	15.60	16.01
	O	19.08	19.53	20.18	20.70	20.94	21.56	22.17	22.79	23.40	24.02
3	B	16.66	17.12	17.58	18.04	18.51	18.97	19.43	19.89	20.36	20.82
	O	24.99	25.68	26.37	27.06	27.77	28.46	29.15	29.84	30.54	31.23
4	B	18.70	19.22	19.74	20.26	20.77	21.29	21.81	22.33	22.85	23.37
	O	28.05	28.83	29.61	30.39	31.16	31.94	32.72	33.50	34.28	35.06
5	B	21.50	22.08	22.66	23.25	23.83	24.41	24.99	25.57	26.15	26.73
	O	32.25	33.12	33.99	34.88	35.75	36.62	37.49	38.36	39.23	40.10
6	B	22.67	23.32	23.97	24.61	25.26	25.91	26.56	27.21	27.85	28.50
	O	34.01	34.98	35.96	36.92	37.89	38.87	39.84	40.82	41.78	42.75
7	B	24.47	25.19	25.91	26.63	27.35	28.07	28.79	29.51	30.23	30.95
	O	36.71	37.79	38.87	39.95	41.03	42.11	43.19	44.27	45.09	45.09
8	B	25.51	26.31	27.10	27.90	28.70	29.50	30.29	31.09	31.89	32.68
	O	38.27	39.47	40.65	41.85	43.05	44.25	45.09	45.09	45.09	45.09
9	B	27.29	28.18	29.06	29.94	30.82	31.70	32.58	33.46	34.34	35.22
	O	40.94	42.27	43.59	44.91	45.09	45.09	45.09	45.09	45.09	45.09
10	B	30.06	31.03	32.00	32.97	33.94	34.91	35.88	36.85	37.82	38.79
	O	45.09	45.09	45.09	45.09	45.09	45.09	45.09	45.09	45.09	45.09
11	B	31.96	33.02	34.09	35.15	36.22	37.28	38.35	39.41	40.48	41.55
	O	45.09	45.09	45.09	45.09	45.09	45.09	45.09	45.09	45.09	45.09
12	B	38.31	39.58	40.86	42.14	43.41	44.69	45.97	47.24	48.52	49.80
	O	45.09	45.09	45.09	45.09	45.09	45.09	45.97	47.24	48.52	49.80
13	B	45.55	47.07	48.59	50.11	51.62	53.14	54.66	56.18	57.70	59.22
	O	45.55	47.07	48.59	50.11	51.62	53.14	54.66	56.18	57.70	59.22
14	B	53.83	55.62	57.41	59.21	61.00	62.80	64.59	66.38	68.18	69.97
	O	53.83	55.62	57.41	59.21	61.00	62.80	64.59	66.38	68.18	69.97
15	B	63.31	65.42	67.54	69.65	71.76	73.87	75.98	78.09	80.20	81.84
	O	63.31	65.42	67.54	69.65	71.76	73.87	75.98	78.09	80.20	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/>