

SALARY TABLE 2020-DEN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.13%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO
TOTAL INCREASE: 3.27%
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	\$ 11.90	\$ 12.30	\$ 12.70	\$ 13.09	\$ 13.49	\$ 13.72	\$ 14.11	\$ 14.51	\$ 14.52	\$ 14.89
	O	17.85	18.45	19.05	19.64	20.24	20.58	21.17	21.77	21.78	22.34
2	B	13.39	13.70	14.15	14.52	14.69	15.12	15.55	15.98	16.41	16.84
	O	20.09	20.55	21.23	21.78	22.04	22.68	23.33	23.97	24.62	25.26
3	B	17.53	18.01	18.50	18.99	19.47	19.96	20.45	20.93	21.42	21.91
	O	26.30	27.02	27.75	28.49	29.21	29.94	30.68	31.40	32.13	32.87
4	B	19.67	20.22	20.77	21.31	21.86	22.41	22.95	23.50	24.05	24.59
	O	29.51	30.33	31.16	31.97	32.79	33.62	34.43	35.25	36.08	36.89
5	B	22.62	23.24	23.85	24.46	25.07	25.68	26.29	26.91	27.52	28.13
	O	33.93	34.86	35.78	36.69	37.61	38.52	39.44	40.37	41.28	42.20
6	B	23.86	24.54	25.22	25.90	26.58	27.26	27.95	28.63	29.31	29.99
	O	35.79	36.81	37.83	38.85	39.87	40.89	41.93	42.95	43.97	44.99
7	B	25.75	26.51	27.26	28.02	28.78	29.54	30.29	31.05	31.81	32.57
	O	38.63	39.77	40.89	42.03	43.17	44.31	45.44	46.58	47.45	47.45
8	B	26.84	27.68	28.52	29.36	30.20	31.04	31.87	32.71	33.55	34.39
	O	40.26	41.52	42.78	44.04	45.30	46.56	47.45	47.45	47.45	47.45
9	B	28.72	29.65	30.57	31.50	32.43	33.35	34.28	35.21	36.13	37.06
	O	43.08	44.48	45.86	47.25	47.45	47.45	47.45	47.45	47.45	47.45
10	B	31.63	32.65	33.67	34.69	35.71	36.73	37.75	38.77	39.79	40.81
	O	47.45	47.45	47.45	47.45	47.45	47.45	47.45	47.45	47.45	47.45
11	B	33.63	34.75	35.87	36.99	38.11	39.23	40.35	41.47	42.59	43.72
	O	47.45	47.45	47.45	47.45	47.45	47.45	47.45	47.45	47.45	47.45
12	B	40.31	41.65	42.99	44.34	45.68	47.02	48.37	49.71	51.06	52.40
	O	47.45	47.45	47.45	47.45	47.45	47.45	48.37	49.71	51.06	52.40
13	B	47.93	49.53	51.12	52.72	54.32	55.92	57.52	59.11	60.71	62.31
	O	47.93	49.53	51.12	52.72	54.32	55.92	57.52	59.11	60.71	62.31
14	B	56.64	58.52	60.41	62.30	64.19	66.08	67.96	69.85	71.74	73.63
	O	56.64	58.52	60.41	62.30	64.19	66.08	67.96	69.85	71.74	73.63
15	B	66.62	68.84	71.06	73.28	75.50	77.73	79.95	81.84	81.84	81.84
	O	66.62	68.84	71.06	73.28	75.50	77.73	79.95	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/>