

**SALARY TABLE 2020-DAY (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.18%**  
**FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH**  
**TOTAL INCREASE: 3.09%**  
**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	\$ 11.16	\$ 11.53	\$ 11.91	\$ 12.27	\$ 12.65	\$ 12.86	\$ 13.23	\$ 13.60	\$ 13.61	\$ 13.96
	O	16.74	17.30	17.87	18.41	18.98	19.29	19.85	20.40	20.42	20.94
2	B	12.55	12.85	13.26	13.61	13.77	14.17	14.58	14.98	15.39	15.79
	O	18.83	19.28	19.89	20.42	20.66	21.26	21.87	22.47	23.09	23.69
3	B	16.43	16.89	17.34	17.80	18.25	18.71	19.17	19.62	20.08	20.54
	O	24.65	25.34	26.01	26.70	27.38	28.07	28.76	29.43	30.12	30.81
4	B	18.44	18.96	19.47	19.98	20.49	21.00	21.52	22.03	22.54	23.05
	O	27.66	28.44	29.21	29.97	30.74	31.50	32.28	33.05	33.81	34.58
5	B	21.21	21.78	22.36	22.93	23.50	24.08	24.65	25.22	25.80	26.37
	O	31.82	32.67	33.54	34.40	35.25	36.12	36.98	37.83	38.70	39.56
6	B	22.36	23.00	23.64	24.28	24.92	25.56	26.20	26.84	27.48	28.11
	O	33.54	34.50	35.46	36.42	37.38	38.34	39.30	40.26	41.22	42.17
7	B	24.14	24.85	25.56	26.27	26.98	27.69	28.40	29.11	29.82	30.53
	O	36.21	37.28	38.34	39.41	40.47	41.54	42.60	43.67	44.74	44.88
8	B	25.16	25.95	26.74	27.52	28.31	29.09	29.88	30.67	31.45	32.24
	O	37.74	38.93	40.11	41.28	42.47	43.64	44.88	44.88	44.88	44.88
9	B	26.92	27.79	28.66	29.53	30.40	31.27	32.14	33.00	33.87	34.74
	O	40.38	41.69	42.99	44.30	44.48	44.48	44.48	44.48	44.48	44.48
10	B	29.65	30.61	31.56	32.52	33.48	34.43	35.39	36.35	37.30	38.26
	O	44.48	44.48	44.48	44.48	44.48	44.48	44.48	44.48	44.48	44.48
11	B	31.52	32.58	33.63	34.68	35.73	36.78	37.83	38.88	39.93	40.98
	O	44.48	44.48	44.48	44.48	44.48	44.48	44.48	44.48	44.48	44.48
12	B	37.79	39.05	40.30	41.56	42.82	44.08	45.34	46.60	47.86	49.12
	O	44.48	44.48	44.48	44.48	44.48	44.48	45.34	46.60	47.86	49.12
13	B	44.93	46.43	47.93	49.43	50.92	52.42	53.92	55.42	56.91	58.41
	O	44.93	46.43	47.93	49.43	50.92	52.42	53.92	55.42	56.91	58.41
14	B	53.10	54.86	56.63	58.40	60.17	61.94	63.71	65.48	67.25	69.02
	O	53.10	54.86	56.63	58.40	60.17	61.94	63.71	65.48	67.25	69.02
15	B	62.45	64.54	66.62	68.70	70.78	72.86	74.95	77.03	79.11	81.19
	O	62.45	64.54	66.62	68.70	70.78	72.86	74.95	77.03	79.11	81.19

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/>