

**SALARY TABLE 2020-RUS (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.95%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**  
**TOTAL INCREASE: 2.85%**  
**EFFECTIVE JANUARY 2020**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,660	\$ 23,420	\$ 24,173	\$ 24,922	\$ 25,676	\$ 26,117	\$ 26,861	\$ 27,612	\$ 27,642	\$ 28,347
2	25,479	26,085	26,929	27,642	27,953	28,775	29,597	30,419	31,242	32,064
3	33,359	34,285	35,212	36,138	37,065	37,991	38,917	39,844	40,770	41,697
4	37,448	38,488	39,529	40,569	41,609	42,649	43,689	44,729	45,769	46,809
5	43,065	44,229	45,393	46,557	47,722	48,886	50,050	51,214	52,378	53,542
6	45,408	46,706	48,003	49,301	50,598	51,896	53,193	54,491	55,788	57,086
7	49,016	50,457	51,898	53,339	54,781	56,222	57,663	59,104	60,546	61,987
8	51,092	52,689	54,285	55,882	57,479	59,075	60,672	62,269	63,865	65,462
9	54,668	56,432	58,195	59,959	61,723	63,486	65,250	67,013	68,777	70,541
10	60,202	62,145	64,087	66,029	67,971	69,913	71,855	73,798	75,740	77,682
11	64,009	66,143	68,276	70,409	72,543	74,676	76,810	78,943	81,077	83,210
12	76,721	79,278	81,836	84,394	86,952	89,510	92,068	94,626	97,183	99,741
13	91,231	94,272	97,313	100,355	103,396	106,437	109,479	112,520	115,562	118,603
14	107,807	111,400	114,993	118,587	122,180	125,773	129,367	132,960	136,553	140,146
15	126,810	131,037	135,265	139,492	143,720	147,948	152,175	156,403	160,630	164,858

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>