

SALARY TABLE 2020-SF (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 41.44%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 3.40%
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	\$ 13.24	\$ 13.69	\$ 14.13	\$ 14.57	\$ 15.01	\$ 15.26	\$ 15.70	\$ 16.14	\$ 16.16	\$ 16.57
	O	19.86	20.54	21.20	21.86	22.52	22.89	23.55	24.21	24.24	24.86
2	B	14.89	15.25	15.74	16.16	16.34	16.82	17.30	17.78	18.26	18.74
	O	22.34	22.88	23.61	24.24	24.51	25.23	25.95	26.67	27.39	28.11
3	B	19.50	20.04	20.58	21.12	21.66	22.21	22.75	23.29	23.83	24.37
	O	29.25	30.06	30.87	31.68	32.49	33.32	34.13	34.94	35.75	36.56
4	B	21.89	22.50	23.10	23.71	24.32	24.93	25.54	26.14	26.75	27.36
	O	32.84	33.75	34.65	35.57	36.48	37.40	38.31	39.21	40.13	41.04
5	B	25.17	25.85	26.53	27.21	27.89	28.57	29.25	29.93	30.61	31.30
	O	37.76	38.78	39.80	40.82	41.84	42.86	43.88	44.90	45.92	46.95
6	B	26.54	27.30	28.06	28.82	29.57	30.33	31.09	31.85	32.61	33.37
	O	39.81	40.95	42.09	43.23	44.36	45.50	46.64	47.78	48.92	50.06
7	B	28.65	29.49	30.33	31.18	32.02	32.86	33.70	34.55	35.39	36.23
	O	42.98	44.24	45.50	46.77	48.03	49.29	50.55	51.83	52.79	52.79
8	B	29.86	30.80	31.73	32.66	33.60	34.53	35.46	36.40	37.33	38.26
	O	44.79	46.20	47.60	48.99	50.40	51.80	52.79	52.79	52.79	52.79
9	B	31.95	32.98	34.01	35.05	36.08	37.11	38.14	39.17	40.20	41.23
	O	47.93	49.47	51.02	52.58	52.79	52.79	52.79	52.79	52.79	52.79
10	B	35.19	36.32	37.46	38.59	39.73	40.86	42.00	43.13	44.27	45.40
	O	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79
11	B	37.41	38.66	39.91	41.15	42.40	43.65	44.90	46.14	47.39	48.64
	O	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79
12	B	44.84	46.34	47.83	49.33	50.82	52.32	53.81	55.31	56.80	58.30
	O	52.79	52.79	52.79	52.79	52.79	52.79	53.81	55.31	56.80	58.30
13	B	53.32	55.10	56.88	58.66	60.43	62.21	63.99	65.77	67.54	69.32
	O	53.32	55.10	56.88	58.66	60.43	62.21	63.99	65.77	67.54	69.32
14	B	63.01	65.11	67.21	69.31	71.41	73.51	75.61	77.71	79.81	81.84
	O	63.01	65.11	67.21	69.31	71.41	73.51	75.61	77.71	79.81	81.84
15	B	74.12	76.59	79.06	81.53	81.84	81.84	81.84	81.84	81.84	81.84
	O	74.12	76.59	79.06	81.53	81.84	81.84	81.84	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/>