

**SALARY TABLE 2020-AL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.88%**  
**FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY-MA**  
**TOTAL INCREASE: 3.20%**  
**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	\$ 11.04	\$ 11.41	\$ 11.78	\$ 12.14	\$ 12.51	\$ 12.72	\$ 13.08	\$ 13.45	\$ 13.47	\$ 13.81
	O	16.56	17.12	17.67	18.21	18.77	19.08	19.62	20.18	20.21	20.72
2	B	12.41	12.71	13.12	13.47	13.62	14.02	14.42	14.82	15.22	15.62
	O	18.62	19.07	19.68	20.21	20.43	21.03	21.63	22.23	22.83	23.43
3	B	16.25	16.70	17.15	17.60	18.06	18.51	18.96	19.41	19.86	20.31
	O	24.38	25.05	25.73	26.40	27.09	27.77	28.44	29.12	29.79	30.47
4	B	18.24	18.75	19.26	19.76	20.27	20.78	21.28	21.79	22.30	22.80
	O	27.36	28.13	28.89	29.64	30.41	31.17	31.92	32.69	33.45	34.20
5	B	20.98	21.55	22.11	22.68	23.25	23.81	24.38	24.95	25.52	26.08
	O	31.47	32.33	33.17	34.02	34.88	35.72	36.57	37.43	38.28	39.12
6	B	22.12	22.75	23.38	24.02	24.65	25.28	25.91	26.54	27.18	27.81
	O	33.18	34.13	35.07	36.03	36.98	37.92	38.87	39.81	40.77	41.72
7	B	23.88	24.58	25.28	25.98	26.69	27.39	28.09	28.79	29.49	30.20
	O	35.82	36.87	37.92	38.97	40.04	41.09	42.14	43.19	44.00	44.00
8	B	24.89	25.67	26.44	27.22	28.00	28.78	29.56	30.33	31.11	31.89
	O	37.34	38.51	39.66	40.83	42.00	43.17	44.00	44.00	44.00	44.00
9	B	26.63	27.49	28.35	29.21	30.07	30.93	31.79	32.64	33.50	34.36
	O	39.95	41.24	42.53	43.82	44.00	44.00	44.00	44.00	44.00	44.00
10	B	29.33	30.27	31.22	32.16	33.11	34.06	35.00	35.95	36.90	37.84
	O	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00
11	B	31.18	32.22	33.26	34.30	35.34	36.38	37.42	38.46	39.49	40.53
	O	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00	44.00
12	B	37.37	38.62	39.87	41.11	42.36	43.60	44.85	46.10	47.34	48.59
	O	44.00	44.00	44.00	44.00	44.00	44.00	44.85	46.10	47.34	48.59
13	B	44.44	45.92	47.40	48.89	50.37	51.85	53.33	54.81	56.29	57.78
	O	44.44	45.92	47.40	48.89	50.37	51.85	53.33	54.81	56.29	57.78
14	B	52.52	54.27	56.02	57.77	59.52	61.27	63.02	64.77	66.52	68.27
	O	52.52	54.27	56.02	57.77	59.52	61.27	63.02	64.77	66.52	68.27
15	B	61.77	63.83	65.89	67.95	70.01	72.07	74.13	76.19	78.25	80.31
	O	61.77	63.83	65.89	67.95	70.01	72.07	74.13	76.19	78.25	80.31

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: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>