

**SALARY TABLE 2020-AQ (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.68%**  
**FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM**  
**TOTAL INCREASE: 3.02%**  
**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	\$ 10.93	\$ 11.29	\$ 11.66	\$ 12.02	\$ 12.38	\$ 12.59	\$ 12.95	\$ 13.31	\$ 13.33	\$ 13.67
	O	16.40	16.94	17.49	18.03	18.57	18.89	19.43	19.97	20.00	20.51
2	B	12.29	12.58	12.98	13.33	13.48	13.87	14.27	14.67	15.06	15.46
	O	18.44	18.87	19.47	20.00	20.22	20.81	21.41	22.01	22.59	23.19
3	B	16.08	16.53	16.98	17.43	17.87	18.32	18.76	19.21	19.66	20.10
	O	24.12	24.80	25.47	26.15	26.81	27.48	28.14	28.82	29.49	30.15
4	B	18.06	18.56	19.06	19.56	20.06	20.56	21.07	21.57	22.07	22.57
	O	27.09	27.84	28.59	29.34	30.09	30.84	31.61	32.36	33.11	33.86
5	B	20.76	21.33	21.89	22.45	23.01	23.57	24.13	24.69	25.26	25.82
	O	31.14	32.00	32.84	33.68	34.52	35.36	36.20	37.04	37.89	38.73
6	B	21.89	22.52	23.15	23.77	24.40	25.02	25.65	26.27	26.90	27.53
	O	32.84	33.78	34.73	35.66	36.60	37.53	38.48	39.41	40.35	41.30
7	B	23.63	24.33	25.02	25.72	26.41	27.11	27.80	28.50	29.19	29.89
	O	35.45	36.50	37.53	38.58	39.62	40.67	41.70	42.75	43.55	43.55
8	B	24.64	25.41	26.17	26.94	27.71	28.48	29.25	30.02	30.79	31.56
	O	36.96	38.12	39.26	40.41	41.57	42.72	43.55	43.55	43.55	43.55
9	B	26.36	27.21	28.06	28.91	29.76	30.61	31.46	32.31	33.16	34.01
	O	39.54	40.82	42.09	43.37	43.55	43.55	43.55	43.55	43.55	43.55
10	B	29.03	29.96	30.90	31.84	32.77	33.71	34.65	35.58	36.52	37.46
	O	43.55	43.55	43.55	43.55	43.55	43.55	43.55	43.55	43.55	43.55
11	B	30.86	31.89	32.92	33.95	34.98	36.01	37.04	38.06	39.09	40.12
	O	43.55	43.55	43.55	43.55	43.55	43.55	43.55	43.55	43.55	43.55
12	B	36.99	38.23	39.46	40.69	41.93	43.16	44.39	45.63	46.86	48.09
	O	43.55	43.55	43.55	43.55	43.55	43.55	44.39	45.63	46.86	48.09
13	B	43.99	45.46	46.92	48.39	49.85	51.32	52.79	54.25	55.72	57.19
	O	43.99	45.46	46.92	48.39	49.85	51.32	52.79	54.25	55.72	57.19
14	B	51.98	53.71	55.45	57.18	58.91	60.64	62.38	64.11	65.84	67.57
	O	51.98	53.71	55.45	57.18	58.91	60.64	62.38	64.11	65.84	67.57
15	B	61.14	63.18	65.22	67.26	69.30	71.34	73.37	75.41	77.45	79.49
	O	61.14	63.18	65.22	67.26	69.30	71.34	73.37	75.41	77.45	79.49

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/>