

SALARY TABLE 2020-AU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.17%
FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX
TOTAL INCREASE: 3.22%
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	\$ 11.07	\$ 11.44	\$ 11.80	\$ 12.17	\$ 12.54	\$ 12.75	\$ 13.12	\$ 13.48	\$ 13.50	\$ 13.84
	O	16.61	17.16	17.70	18.26	18.81	19.13	19.68	20.22	20.25	20.76
2	B	12.44	12.74	13.15	13.50	13.65	14.05	14.45	14.85	15.26	15.66
	O	18.66	19.11	19.73	20.25	20.48	21.08	21.68	22.28	22.89	23.49
3	B	16.29	16.74	17.20	17.65	18.10	18.55	19.00	19.46	19.91	20.36
	O	24.44	25.11	25.80	26.48	27.15	27.83	28.50	29.19	29.87	30.54
4	B	18.29	18.79	19.30	19.81	20.32	20.83	21.33	21.84	22.35	22.86
	O	27.44	28.19	28.95	29.72	30.48	31.25	32.00	32.76	33.53	34.29
5	B	21.03	21.60	22.17	22.74	23.30	23.87	24.44	25.01	25.58	26.15
	O	31.55	32.40	33.26	34.11	34.95	35.81	36.66	37.52	38.37	39.23
6	B	22.17	22.81	23.44	24.08	24.71	25.34	25.98	26.61	27.24	27.88
	O	33.26	34.22	35.16	36.12	37.07	38.01	38.97	39.92	40.86	41.82
7	B	23.94	24.64	25.34	26.05	26.75	27.45	28.16	28.86	29.57	30.27
	O	35.91	36.96	38.01	39.08	40.13	41.18	42.24	43.29	44.10	44.10
8	B	24.95	25.73	26.51	27.29	28.07	28.85	29.63	30.41	31.19	31.97
	O	37.43	38.60	39.77	40.94	42.11	43.28	44.10	44.10	44.10	44.10
9	B	26.70	27.56	28.42	29.28	30.14	31.00	31.86	32.72	33.59	34.45
	O	40.05	41.34	42.63	43.92	44.10	44.10	44.10	44.10	44.10	44.10
10	B	29.40	30.35	31.30	32.24	33.19	34.14	35.09	36.04	36.99	37.93
	O	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10
11	B	31.26	32.30	33.34	34.38	35.43	36.47	37.51	38.55	39.59	40.63
	O	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10
12	B	37.47	38.71	39.96	41.21	42.46	43.71	44.96	46.21	47.46	48.71
	O	44.10	44.10	44.10	44.10	44.10	44.10	44.96	46.21	47.46	48.71
13	B	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.95	56.43	57.92
	O	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.95	56.43	57.92
14	B	52.65	54.40	56.15	57.91	59.66	61.42	63.17	64.93	66.68	68.44
	O	52.65	54.40	56.15	57.91	59.66	61.42	63.17	64.93	66.68	68.44
15	B	61.93	63.99	66.05	68.12	70.18	72.25	74.31	76.38	78.44	80.51
	O	61.93	63.99	66.05	68.12	70.18	72.25	74.31	76.38	78.44	80.51

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/>