

SALARY TABLE 2020-BN
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.89%
FOR THE LOCALITY PAY AREA OF BURLINGTON-SOUTH BURLINGTON, VT
TOTAL INCREASE: 3.23%
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 | \$ 10.95 | \$ 11.31 | \$ 11.68 | \$ 12.04 | \$ 12.40 | \$ 12.62 | \$ 12.98 | \$ 13.34 | \$ 13.35 | \$ 13.69 |
| | O | 16.43 | 16.97 | 17.52 | 18.06 | 18.60 | 18.93 | 19.47 | 20.01 | 20.03 | 20.54 |
| 2 | B | 12.31 | 12.60 | 13.01 | 13.35 | 13.50 | 13.90 | 14.30 | 14.69 | 15.09 | 15.49 |
| | O | 18.47 | 18.90 | 19.52 | 20.03 | 20.25 | 20.85 | 21.45 | 22.04 | 22.64 | 23.24 |
| 3 | B | 13.43 | 13.88 | 14.32 | 14.77 | 15.22 | 15.67 | 16.11 | 16.56 | 17.01 | 17.46 |
| | O | 20.15 | 20.82 | 21.48 | 22.16 | 22.83 | 23.51 | 24.17 | 24.84 | 25.52 | 26.19 |
| 4 | B | 15.07 | 15.58 | 16.08 | 16.58 | 17.08 | 17.59 | 18.09 | 18.59 | 19.09 | 19.60 |
| | O | 22.61 | 23.37 | 24.12 | 24.87 | 25.62 | 26.39 | 27.14 | 27.89 | 28.64 | 29.40 |
| 5 | B | 16.87 | 17.43 | 17.99 | 18.55 | 19.11 | 19.68 | 20.24 | 20.80 | 21.36 | 21.93 |
| | O | 25.31 | 26.15 | 26.99 | 27.83 | 28.67 | 29.52 | 30.36 | 31.20 | 32.04 | 32.90 |
| 6 | B | 18.80 | 19.43 | 20.05 | 20.68 | 21.31 | 21.93 | 22.56 | 23.19 | 23.81 | 24.44 |
| | O | 28.20 | 29.15 | 30.08 | 31.02 | 31.97 | 32.90 | 33.84 | 34.79 | 35.72 | 36.66 |
| 7 | B | 20.89 | 21.59 | 22.28 | 22.98 | 23.68 | 24.37 | 25.07 | 25.77 | 26.46 | 27.16 |
| | O | 31.34 | 32.39 | 33.42 | 34.47 | 35.52 | 36.56 | 37.61 | 38.66 | 39.69 | 40.74 |
| 8 | B | 23.14 | 23.91 | 24.68 | 25.45 | 26.22 | 26.99 | 27.76 | 28.54 | 29.31 | 30.08 |
| | O | 34.71 | 35.87 | 37.02 | 38.18 | 39.33 | 40.49 | 41.64 | 42.21 | 42.21 | 42.21 |
| 9 | B | 25.55 | 26.41 | 27.26 | 28.11 | 28.96 | 29.81 | 30.67 | 31.52 | 32.37 | 33.22 |
| | O | 38.33 | 39.62 | 40.89 | 42.17 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 |
| 10 | B | 28.14 | 29.08 | 30.02 | 30.96 | 31.89 | 32.83 | 33.77 | 34.71 | 35.65 | 36.59 |
| | O | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 |
| 11 | B | 30.92 | 31.95 | 32.98 | 34.01 | 35.04 | 36.07 | 37.10 | 38.13 | 39.16 | 40.19 |
| | O | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 |
| 12 | B | 37.06 | 38.29 | 39.53 | 40.77 | 42.00 | 43.24 | 44.47 | 45.71 | 46.94 | 48.18 |
| | O | 42.21 | 42.21 | 42.21 | 42.21 | 42.21 | 43.24 | 44.47 | 45.71 | 46.94 | 48.18 |
| 13 | B | 44.07 | 45.54 | 47.01 | 48.48 | 49.94 | 51.41 | 52.88 | 54.35 | 55.82 | 57.29 |
| | O | 44.07 | 45.54 | 47.01 | 48.48 | 49.94 | 51.41 | 52.88 | 54.35 | 55.82 | 57.29 |
| 14 | B | 52.08 | 53.81 | 55.55 | 57.28 | 59.02 | 60.75 | 62.49 | 64.23 | 65.96 | 67.70 |
| | O | 52.08 | 53.81 | 55.55 | 57.28 | 59.02 | 60.75 | 62.49 | 64.23 | 65.96 | 67.70 |
| 15 | B | 61.25 | 63.30 | 65.34 | 67.38 | 69.42 | 71.46 | 73.51 | 75.55 | 77.59 | 79.63 |
| | O | 61.25 | 63.30 | 65.34 | 67.38 | 69.42 | 71.46 | 73.51 | 75.55 | 77.59 | 79.63 |

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/>