

SALARY TABLE 2020-BOS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.11%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME
TOTAL INCREASE: 3.27%
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	\$ 12.09	\$ 12.50	\$ 12.90	\$ 13.30	\$ 13.70	\$ 13.93	\$ 14.33	\$ 14.73	\$ 14.75	\$ 15.12
	O	18.14	18.75	19.35	19.95	20.55	20.90	21.50	22.10	22.13	22.68
2	B	13.59	13.92	14.37	14.75	14.91	15.35	15.79	16.23	16.67	17.11
	O	20.39	20.88	21.56	22.13	22.37	23.03	23.69	24.35	25.01	25.67
3	B	17.80	18.29	18.79	19.28	19.78	20.27	20.76	21.26	21.75	22.25
	O	26.70	27.44	28.19	28.92	29.67	30.41	31.14	31.89	32.63	33.38
4	B	19.98	20.54	21.09	21.64	22.20	22.75	23.31	23.86	24.42	24.97
	O	29.97	30.81	31.64	32.46	33.30	34.13	34.97	35.79	36.63	37.46
5	B	22.98	23.60	24.22	24.84	25.46	26.08	26.70	27.32	27.95	28.57
	O	34.47	35.40	36.33	37.26	38.19	39.12	40.05	40.98	41.93	42.86
6	B	24.23	24.92	25.61	26.30	27.00	27.69	28.38	29.07	29.77	30.46
	O	36.35	37.38	38.42	39.45	40.50	41.54	42.57	43.61	44.66	45.69
7	B	26.15	26.92	27.69	28.46	29.23	30.00	30.77	31.53	32.30	33.07
	O	39.23	40.38	41.54	42.69	43.85	45.00	46.16	47.30	48.18	48.18
8	B	27.26	28.11	28.96	29.82	30.67	31.52	32.37	33.22	34.07	34.93
	O	40.89	42.17	43.44	44.73	46.01	47.28	48.18	48.18	48.18	48.18
9	B	29.17	30.11	31.05	31.99	32.93	33.87	34.81	35.75	36.70	37.64
	O	43.76	45.17	46.58	47.99	48.18	48.18	48.18	48.18	48.18	48.18
10	B	32.12	33.16	34.19	35.23	36.27	37.30	38.34	39.37	40.41	41.45
	O	48.18	48.18	48.18	48.18	48.18	48.18	48.18	48.18	48.18	48.18
11	B	34.15	35.29	36.43	37.57	38.70	39.84	40.98	42.12	43.26	44.40
	O	48.18	48.18	48.18	48.18	48.18	48.18	48.18	48.18	48.18	48.18
12	B	40.93	42.30	43.66	45.03	46.39	47.76	49.12	50.49	51.85	53.22
	O	48.18	48.18	48.18	48.18	48.18	48.18	49.12	50.49	51.85	53.22
13	B	48.68	50.30	51.92	53.54	55.17	56.79	58.41	60.03	61.66	63.28
	O	48.68	50.30	51.92	53.54	55.17	56.79	58.41	60.03	61.66	63.28
14	B	57.52	59.44	61.35	63.27	65.19	67.10	69.02	70.94	72.86	74.77
	O	57.52	59.44	61.35	63.27	65.19	67.10	69.02	70.94	72.86	74.77
15	B	67.66	69.91	72.17	74.42	76.68	78.94	81.19	81.84	81.84	81.84
	O	67.66	69.91	72.17	74.42	76.68	78.94	81.19	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/>