

SALARY TABLE 2020-BU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.20%
FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY
TOTAL INCREASE: 3.05%
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	\$ 11.26	\$ 11.63	\$ 12.01	\$ 12.38	\$ 12.75	\$ 12.97	\$ 13.34	\$ 13.72	\$ 13.73	\$ 14.08
	O	16.89	17.45	18.02	18.57	19.13	19.46	20.01	20.58	20.60	21.12
2	B	12.66	12.96	13.38	13.73	13.89	14.29	14.70	15.11	15.52	15.93
	O	18.99	19.44	20.07	20.60	20.84	21.44	22.05	22.67	23.28	23.90
3	B	16.57	17.03	17.49	17.95	18.41	18.87	19.33	19.79	20.25	20.71
	O	24.86	25.55	26.24	26.93	27.62	28.31	29.00	29.69	30.38	31.07
4	B	18.60	19.12	19.63	20.15	20.67	21.18	21.70	22.22	22.73	23.25
	O	27.90	28.68	29.45	30.23	31.01	31.77	32.55	33.33	34.10	34.88
5	B	21.39	21.97	22.55	23.13	23.70	24.28	24.86	25.44	26.02	26.60
	O	32.09	32.96	33.83	34.70	35.55	36.42	37.29	38.16	39.03	39.90
6	B	22.56	23.20	23.84	24.49	25.13	25.78	26.42	27.07	27.71	28.36
	O	33.84	34.80	35.76	36.74	37.70	38.67	39.63	40.61	41.57	42.54
7	B	24.35	25.06	25.78	26.49	27.21	27.93	28.64	29.36	30.07	30.79
	O	36.53	37.59	38.67	39.74	40.82	41.90	42.96	44.04	44.85	44.85
8	B	25.38	26.17	26.96	27.76	28.55	29.34	30.14	30.93	31.72	32.52
	O	38.07	39.26	40.44	41.64	42.83	44.01	44.85	44.85	44.85	44.85
9	B	27.15	28.03	28.91	29.78	30.66	31.53	32.41	33.29	34.16	35.04
	O	40.73	42.05	43.37	44.67	44.85	44.85	44.85	44.85	44.85	44.85
10	B	29.90	30.87	31.83	32.80	33.76	34.73	35.69	36.66	37.62	38.59
	O	44.85	44.85	44.85	44.85	44.85	44.85	44.85	44.85	44.85	44.85
11	B	31.79	32.85	33.91	34.97	36.03	37.09	38.15	39.21	40.27	41.33
	O	44.85	44.85	44.85	44.85	44.85	44.85	44.85	44.85	44.85	44.85
12	B	38.11	39.38	40.65	41.92	43.19	44.46	45.73	47.00	48.27	49.54
	O	44.85	44.85	44.85	44.85	44.85	44.85	45.73	47.00	48.27	49.54
13	B	45.32	46.83	48.34	49.85	51.36	52.87	54.38	55.89	57.40	58.91
	O	45.32	46.83	48.34	49.85	51.36	52.87	54.38	55.89	57.40	58.91
14	B	53.55	55.33	57.12	58.90	60.69	62.47	64.26	66.04	67.83	69.61
	O	53.55	55.33	57.12	58.90	60.69	62.47	64.26	66.04	67.83	69.61
15	B	62.99	65.09	67.19	69.29	71.39	73.49	75.59	77.69	79.79	81.84
	O	62.99	65.09	67.19	69.29	71.39	73.49	75.59	77.69	79.79	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/>