

**SALARY TABLE 2020-CLE**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.82%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH**  
**TOTAL INCREASE: 2.92%**  
**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	\$ 11.31	\$ 11.69	\$ 12.07	\$ 12.44	\$ 12.82	\$ 13.04	\$ 13.41	\$ 13.79	\$ 13.80	\$ 14.15
	O	16.97	17.54	18.11	18.66	19.23	19.56	20.12	20.69	20.70	21.23
2	B	12.72	13.02	13.45	13.80	13.96	14.37	14.78	15.19	15.60	16.01
	O	19.08	19.53	20.18	20.70	20.94	21.56	22.17	22.79	23.40	24.02
3	B	13.88	14.34	14.81	15.27	15.73	16.19	16.66	17.12	17.58	18.04
	O	20.82	21.51	22.22	22.91	23.60	24.29	24.99	25.68	26.37	27.06
4	B	15.58	16.10	16.62	17.14	17.66	18.18	18.70	19.22	19.74	20.26
	O	23.37	24.15	24.93	25.71	26.49	27.27	28.05	28.83	29.61	30.39
5	B	17.43	18.01	18.60	19.18	19.76	20.34	20.92	21.50	22.08	22.66
	O	26.15	27.02	27.90	28.77	29.64	30.51	31.38	32.25	33.12	33.99
6	B	19.43	20.08	20.73	21.38	22.02	22.67	23.32	23.97	24.61	25.26
	O	29.15	30.12	31.10	32.07	33.03	34.01	34.98	35.96	36.92	37.89
7	B	21.59	22.31	23.03	23.75	24.47	25.19	25.91	26.63	27.35	28.07
	O	32.39	33.47	34.55	35.63	36.71	37.79	38.87	39.95	41.03	42.11
8	B	23.92	24.71	25.51	26.31	27.10	27.90	28.70	29.50	30.29	31.09
	O	35.88	37.07	38.27	39.47	40.65	41.85	43.05	43.64	43.64	43.64
9	B	26.41	27.29	28.18	29.06	29.94	30.82	31.70	32.58	33.46	34.34
	O	39.62	40.94	42.27	43.59	43.64	43.64	43.64	43.64	43.64	43.64
10	B	29.09	30.06	31.03	32.00	32.97	33.94	34.91	35.88	36.85	37.82
	O	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64
11	B	31.96	33.02	34.09	35.15	36.22	37.28	38.35	39.41	40.48	41.55
	O	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64
12	B	38.31	39.58	40.86	42.14	43.41	44.69	45.97	47.24	48.52	49.80
	O	43.64	43.64	43.64	43.64	43.64	44.69	45.97	47.24	48.52	49.80
13	B	45.55	47.07	48.59	50.11	51.62	53.14	54.66	56.18	57.70	59.22
	O	45.55	47.07	48.59	50.11	51.62	53.14	54.66	56.18	57.70	59.22
14	B	53.83	55.62	57.41	59.21	61.00	62.80	64.59	66.38	68.18	69.97
	O	53.83	55.62	57.41	59.21	61.00	62.80	64.59	66.38	68.18	69.97
15	B	63.31	65.42	67.54	69.65	71.76	73.87	75.98	78.09	80.20	81.84
	O	63.31	65.42	67.54	69.65	71.76	73.87	75.98	78.09	80.20	81.84

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>