

SALARY TABLE 2020-COL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.02%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH
TOTAL INCREASE: 3.07%
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	\$ 11.24	\$ 11.62	\$ 11.99	\$ 12.36	\$ 12.73	\$ 12.95	\$ 13.32	\$ 13.70	\$ 13.71	\$ 14.06
	O	16.86	17.43	17.99	18.54	19.10	19.43	19.98	20.55	20.57	21.09
2	B	12.64	12.94	13.36	13.71	13.86	14.27	14.68	15.09	15.49	15.90
	O	18.96	19.41	20.04	20.57	20.79	21.41	21.27	22.64	23.24	23.85
3	B	16.55	17.00	17.46	17.92	18.38	18.84	19.30	19.76	20.22	20.68
	O	24.83	25.50	26.19	26.88	27.57	28.26	28.95	29.64	30.33	31.02
4	B	18.57	19.09	19.61	20.12	20.64	21.15	21.67	22.18	22.70	23.22
	O	27.86	28.64	29.42	30.18	30.96	31.73	32.51	33.27	34.05	34.83
5	B	21.36	21.94	22.51	23.09	23.67	24.25	24.82	25.40	25.98	26.56
	O	32.04	32.91	33.77	34.64	35.51	36.38	37.23	38.10	38.97	39.84
6	B	22.52	23.16	23.81	24.45	25.10	25.74	26.38	27.03	27.67	28.31
	O	33.78	34.74	35.72	36.68	37.65	38.61	39.57	40.55	41.51	42.47
7	B	24.31	25.03	25.74	26.46	27.17	27.88	28.60	29.31	30.03	30.74
	O	36.47	37.55	38.61	39.69	40.76	41.82	42.90	43.97	44.79	44.79
8	B	25.34	26.13	26.92	27.72	28.51	29.30	30.09	30.88	31.68	32.47
	O	38.01	39.20	40.38	41.58	42.77	43.95	44.79	44.79	44.79	44.79
9	B	27.11	27.99	28.86	29.74	30.61	31.49	32.36	33.24	34.11	34.99
	O	40.67	41.99	43.29	44.61	44.79	44.79	44.79	44.79	44.79	44.79
10	B	29.86	30.82	31.79	32.75	33.71	34.68	35.64	36.60	37.56	38.53
	O	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79
11	B	31.75	32.80	33.86	34.92	35.98	37.04	38.10	39.15	40.21	41.27
	O	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79
12	B	38.05	39.32	40.59	41.86	43.13	44.39	45.66	46.93	48.20	49.47
	O	44.79	44.79	44.79	44.79	44.79	44.79	45.66	46.93	48.20	49.47
13	B	45.25	46.76	48.26	49.77	51.28	52.79	54.30	55.81	57.32	58.82
	O	45.25	46.76	48.26	49.77	51.28	52.79	54.30	55.81	57.32	58.82
14	B	53.47	55.25	57.03	58.82	60.60	62.38	64.16	65.94	67.73	69.51
	O	53.47	55.25	57.03	58.82	60.60	62.38	64.16	65.94	67.73	69.51
15	B	62.89	64.99	67.09	69.18	71.28	73.38	75.48	77.57	79.67	81.77
	O	62.89	64.99	67.09	69.18	71.28	73.38	75.48	77.57	79.67	81.77

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: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>