

SALARY TABLE 2020-CT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.44%
FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC
TOTAL INCREASE: 3.17%
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	\$ 11.00	\$ 11.37	\$ 11.73	\$ 12.10	\$ 12.46	\$ 12.67	\$ 13.04	\$ 13.40	\$ 13.42	\$ 13.76
	O	16.50	17.06	17.60	18.15	18.69	19.01	19.56	20.10	20.13	20.64
2	B	12.37	12.66	13.07	13.42	13.57	13.97	14.36	14.76	15.16	15.56
	O	18.56	18.99	19.61	20.13	20.36	20.96	21.54	22.14	22.74	23.34
3	B	16.19	16.64	17.09	17.54	17.99	18.44	18.89	19.34	19.79	20.24
	O	24.29	24.96	25.64	26.31	26.99	27.66	28.34	29.01	29.69	30.36
4	B	18.17	18.68	19.18	19.69	20.19	20.70	21.20	21.71	22.21	22.72
	O	27.26	28.02	28.77	29.54	30.29	31.05	31.80	32.57	33.32	34.08
5	B	20.90	21.46	22.03	22.60	23.16	23.72	24.29	24.85	25.42	25.98
	O	31.35	32.19	33.05	33.90	34.74	35.58	36.44	37.28	38.13	38.97
6	B	22.04	22.67	23.30	23.93	24.56	25.19	25.82	26.45	27.07	27.70
	O	33.06	34.01	34.95	35.90	36.84	37.79	38.73	39.68	40.61	41.55
7	B	23.79	24.49	25.19	25.89	26.59	27.29	27.98	28.68	29.38	30.08
	O	35.69	36.74	37.79	38.84	39.89	40.94	41.97	43.02	43.83	43.83
8	B	24.80	25.57	26.35	27.12	27.90	28.67	29.45	30.22	30.99	31.77
	O	37.20	38.36	39.53	40.68	41.85	43.01	43.83	43.83	43.83	43.83
9	B	26.53	27.39	28.24	29.10	29.95	30.81	31.67	32.52	33.38	34.23
	O	39.80	41.09	42.36	43.65	43.83	43.83	43.83	43.83	43.83	43.83
10	B	29.22	30.16	31.10	32.04	32.99	33.93	34.87	35.82	36.76	37.70
	O	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83
11	B	31.06	32.10	33.14	34.17	35.21	36.24	37.28	38.31	39.35	40.38
	O	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83	43.83
12	B	37.23	38.47	39.72	40.96	42.20	43.44	44.68	45.92	47.16	48.41
	O	43.83	43.83	43.83	43.83	43.83	43.83	44.68	45.92	47.16	48.41
13	B	44.28	45.75	47.23	48.70	50.18	51.66	53.13	54.61	56.08	57.56
	O	44.28	45.75	47.23	48.70	50.18	51.66	53.13	54.61	56.08	57.56
14	B	52.32	54.06	55.81	57.55	59.30	61.04	62.78	64.53	66.27	68.01
	O	52.32	54.06	55.81	57.55	59.30	61.04	62.78	64.53	66.27	68.01
15	B	61.54	63.59	65.65	67.70	69.75	71.80	73.85	75.90	77.96	80.01
	O	61.54	63.59	65.65	67.70	69.75	71.80	73.85	75.90	77.96	80.01

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/>