

**SALARY TABLE 2020-CT**  
**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	13.49	13.94	14.39	14.84	15.29	15.74	16.19	16.64	17.09	17.54
	O	20.24	20.91	21.59	22.26	22.94	23.61	24.29	24.96	25.64	26.31
4	B	15.15	15.65	16.16	16.66	17.16	17.67	18.17	18.68	19.18	19.69
	O	22.73	23.48	24.24	24.99	25.74	26.51	27.26	28.02	28.77	29.54
5	B	16.95	17.51	18.08	18.64	19.21	19.77	20.33	20.90	21.46	22.03
	O	25.43	26.27	27.12	27.96	28.82	29.66	30.50	31.35	32.19	33.05
6	B	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56
	O	28.34	29.28	30.23	31.17	32.12	33.06	34.01	34.95	35.90	36.84
7	B	20.99	21.69	22.39	23.09	23.79	24.49	25.19	25.89	26.59	27.29
	O	31.49	32.54	33.59	34.64	35.69	36.74	37.79	38.84	39.89	40.94
8	B	23.25	24.02	24.80	25.57	26.35	27.12	27.90	28.67	29.45	30.22
	O	34.88	36.03	37.20	38.36	39.53	40.68	41.85	42.41	42.41	42.41
9	B	25.68	26.53	27.39	28.24	29.10	29.95	30.81	31.67	32.52	33.38
	O	38.52	39.80	41.09	42.36	42.41	42.41	42.41	42.41	42.41	42.41
10	B	28.27	29.22	30.16	31.10	32.04	32.99	33.93	34.87	35.82	36.76
	O	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41
11	B	31.06	32.10	33.14	34.17	35.21	36.24	37.28	38.31	39.35	40.38
	O	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41
12	B	37.23	38.47	39.72	40.96	42.20	43.44	44.68	45.92	47.16	48.41
	O	42.41	42.41	42.41	42.41	42.41	43.44	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

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/>