

SALARY TABLE 2020-DCB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.48%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
TOTAL INCREASE: 3.52%
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	\$ 12.22	\$ 12.63	\$ 13.03	\$ 13.44	\$ 13.84	\$ 14.08	\$ 14.48	\$ 14.89	\$ 14.90	\$ 15.29
	O	18.33	18.95	19.55	20.16	20.76	21.12	21.72	22.34	22.35	22.94
2	B	13.74	14.07	14.52	14.90	15.07	15.52	15.96	16.40	16.85	17.29
	O	20.61	21.11	21.78	22.35	22.61	23.28	23.94	24.60	25.28	25.94
3	B	17.99	18.49	18.99	19.49	19.99	20.48	20.98	21.48	21.98	22.48
	O	26.99	27.74	28.49	29.24	29.99	30.72	31.47	32.22	32.97	33.72
4	B	20.19	20.75	21.31	21.87	22.44	23.00	23.56	24.12	24.68	25.24
	O	30.29	31.13	31.97	32.81	33.66	34.50	35.34	36.18	37.02	37.86
5	B	23.22	23.85	24.48	25.10	25.73	26.36	26.99	27.61	28.24	28.87
	O	34.83	35.78	36.72	37.65	38.60	39.54	40.49	41.42	42.36	43.31
6	B	24.48	25.18	25.88	26.58	27.28	27.98	28.68	29.38	30.08	30.78
	O	36.72	37.77	38.82	39.87	40.92	41.97	43.02	44.07	45.12	46.17
7	B	26.43	27.21	27.98	28.76	29.54	30.31	31.09	31.87	32.65	33.42
	O	39.65	40.82	41.97	43.14	44.31	45.47	46.64	47.81	48.99	48.99
8	B	27.55	28.41	29.27	30.13	30.99	31.85	32.71	33.58	34.44	35.30
	O	41.33	42.62	43.91	45.20	46.49	47.78	48.69	48.69	48.69	48.69
9	B	29.48	30.43	31.38	32.33	33.28	34.23	35.18	36.13	37.08	38.04
	O	44.22	45.65	47.07	48.50	48.69	48.69	48.69	48.69	48.69	48.69
10	B	32.46	33.51	34.56	35.60	36.65	37.70	38.74	39.79	40.84	41.89
	O	48.69	48.69	48.69	48.69	48.69	48.69	48.69	48.69	48.69	48.69
11	B	34.51	35.66	36.81	37.97	39.12	40.27	41.42	42.57	43.72	44.87
	O	48.69	48.69	48.69	48.69	48.69	48.69	48.69	48.69	48.69	48.69
12	B	41.37	42.75	44.13	45.51	46.88	48.26	49.64	51.02	52.40	53.78
	O	48.69	48.69	48.69	48.69	48.69	48.69	49.64	51.02	52.40	53.78
13	B	49.19	50.83	52.47	54.11	55.75	57.39	59.03	60.67	62.31	63.95
	O	49.19	50.83	52.47	54.11	55.75	57.39	59.03	60.67	62.31	63.95
14	B	58.13	60.07	62.00	63.94	65.88	67.82	69.75	71.69	73.63	75.57
	O	58.13	60.07	62.00	63.94	65.88	67.82	69.75	71.69	73.63	75.57
15	B	68.38	70.66	72.93	75.21	77.49	79.77	81.84	81.84	81.84	81.84
	O	68.38	70.66	72.93	75.21	77.49	79.77	81.84	81.84	81.84	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/>