

**SALARY TABLE 2020-DEN**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.13%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO**  
**TOTAL INCREASE: 3.27%**  
**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	\$ 11.90	\$ 12.30	\$ 12.70	\$ 13.09	\$ 13.49	\$ 13.72	\$ 14.11	\$ 14.51	\$ 14.52	\$ 14.89
	O	17.85	18.45	19.05	19.64	20.24	20.58	21.17	21.77	21.78	22.34
2	B	13.39	13.70	14.15	14.52	14.69	15.12	15.55	15.98	16.41	16.84
	O	20.09	20.55	21.23	21.78	22.04	22.68	23.33	23.97	24.62	25.26
3	B	14.61	15.09	15.58	16.07	16.55	17.04	17.53	18.01	18.50	18.99
	O	21.92	22.64	23.37	24.11	24.83	25.56	26.30	27.02	27.75	28.49
4	B	16.40	16.94	17.49	18.03	18.58	19.13	19.67	20.22	20.77	21.31
	O	24.60	25.41	26.24	27.05	27.87	28.70	29.51	30.33	31.16	31.97
5	B	18.34	18.95	19.57	20.18	20.79	21.40	22.01	22.62	23.24	23.85
	O	27.51	28.43	29.36	30.27	31.19	32.10	33.02	33.93	34.86	35.78
6	B	20.45	21.13	21.81	22.49	23.17	23.86	24.54	25.22	25.90	26.58
	O	30.68	31.70	32.72	33.74	34.76	35.79	36.81	37.83	38.85	39.87
7	B	22.72	23.48	24.24	24.99	25.75	26.51	27.26	28.02	28.78	29.54
	O	34.08	35.22	36.36	37.49	38.63	39.77	40.89	42.03	43.17	44.31
8	B	25.16	26.00	26.84	27.68	28.52	29.36	30.20	31.04	31.87	32.71
	O	37.74	39.00	40.26	41.52	42.78	44.04	45.30	45.92	45.92	45.92
9	B	27.79	28.72	29.65	30.57	31.50	32.43	33.35	34.28	35.21	36.13
	O	41.69	43.08	44.48	45.86	45.92	45.92	45.92	45.92	45.92	45.92
10	B	30.61	31.63	32.65	33.67	34.69	35.71	36.73	37.75	38.77	39.79
	O	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92
11	B	33.63	34.75	35.87	36.99	38.11	39.23	40.35	41.47	42.59	43.72
	O	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92
12	B	40.31	41.65	42.99	44.34	45.68	47.02	48.37	49.71	51.06	52.40
	O	45.92	45.92	45.92	45.92	45.92	47.02	48.37	49.71	51.06	52.40
13	B	47.93	49.53	51.12	52.72	54.32	55.92	57.52	59.11	60.71	62.31
	O	47.93	49.53	51.12	52.72	54.32	55.92	57.52	59.11	60.71	62.31
14	B	56.64	58.52	60.41	62.30	64.19	66.08	67.96	69.85	71.74	73.63
	O	56.64	58.52	60.41	62.30	64.19	66.08	67.96	69.85	71.74	73.63
15	B	66.62	68.84	71.06	73.28	75.50	77.73	79.95	81.84	81.84	81.84
	O	66.62	68.84	71.06	73.28	75.50	77.73	79.95	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)).

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/>