

**SALARY TABLE 2020-DET (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.32%**  
**FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI**  
**TOTAL INCREASE: 3.01%**  
**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	\$ 11.92	\$ 12.32	\$ 12.72	\$ 13.11	\$ 13.51	\$ 13.74	\$ 14.13	\$ 14.53	\$ 14.54	\$ 14.91
	O	17.88	18.48	19.08	19.67	20.27	20.61	21.20	21.80	21.81	22.37
2	B	13.41	13.72	14.17	14.54	14.71	15.14	15.57	16.00	16.44	16.87
	O	20.12	20.58	21.26	21.81	22.07	22.71	23.36	24.00	24.66	25.31
3	B	17.55	18.04	18.53	19.01	19.50	19.99	20.48	20.96	21.45	21.94
	O	26.33	27.06	27.80	28.52	29.25	29.99	30.72	31.44	32.18	32.91
4	B	19.70	20.25	20.80	21.34	21.89	22.44	22.99	23.53	24.08	24.63
	O	29.55	30.38	31.20	32.01	32.84	33.66	34.49	35.30	36.12	36.95
5	B	22.66	23.27	23.88	24.50	25.11	25.72	26.33	26.95	27.56	28.17
	O	33.99	34.91	35.82	36.75	37.67	38.58	39.50	40.43	41.34	42.26
6	B	23.89	24.57	25.26	25.94	26.62	27.30	27.99	28.67	29.35	30.03
	O	35.84	36.86	37.89	38.91	39.93	40.95	41.99	43.01	44.03	45.05
7	B	25.79	26.55	27.31	28.06	28.82	29.58	30.34	31.10	31.86	32.61
	O	38.69	39.83	40.97	42.09	43.23	44.37	45.51	46.65	47.52	47.52
8	B	26.88	27.72	28.56	29.40	30.24	31.08	31.92	32.76	33.60	34.44
	O	40.32	41.58	42.84	44.10	45.36	46.62	47.52	47.52	47.52	47.52
9	B	28.76	29.69	30.62	31.55	32.47	33.40	34.33	35.26	36.19	37.11
	O	43.14	44.54	45.93	47.33	47.52	47.52	47.52	47.52	47.52	47.52
10	B	31.68	32.70	33.72	34.74	35.76	36.78	37.81	38.83	39.85	40.87
	O	47.52	47.52	47.52	47.52	47.52	47.52	47.52	47.52	47.52	47.52
11	B	33.68	34.80	35.92	37.05	38.17	39.29	40.41	41.54	42.66	43.78
	O	47.52	47.52	47.52	47.52	47.52	47.52	47.52	47.52	47.52	47.52
12	B	40.37	41.71	43.06	44.40	45.75	47.09	48.44	49.79	51.13	52.48
	O	47.52	47.52	47.52	47.52	47.52	47.52	48.44	49.79	51.13	52.48
13	B	48.00	49.60	51.20	52.80	54.40	56.00	57.60	59.20	60.80	62.40
	O	48.00	49.60	51.20	52.80	54.40	56.00	57.60	59.20	60.80	62.40
14	B	56.72	58.61	60.50	62.39	64.28	66.17	68.07	69.96	71.85	73.74
	O	56.72	58.61	60.50	62.39	64.28	66.17	68.07	69.96	71.85	73.74
15	B	66.72	68.94	71.17	73.39	75.62	77.84	80.07	81.84	81.84	81.84
	O	66.72	68.94	71.17	73.39	75.62	77.84	80.07	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: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>