

**SALARY TABLE 2020-GS**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE**  
**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	\$ 9.36	\$ 9.68	\$ 9.99	\$ 10.30	\$ 10.61	\$ 10.79	\$ 11.10	\$ 11.41	\$ 11.42	\$ 11.71
	O	14.04	14.52	14.99	15.45	15.92	16.19	16.65	17.12	17.13	17.57
2	B	10.53	10.78	11.13	11.42	11.55	11.89	12.23	12.57	12.91	13.25
	O	15.80	16.17	16.70	17.13	17.33	17.84	18.35	18.86	19.37	19.88
3	B	11.49	11.87	12.25	12.64	13.02	13.40	13.79	14.17	14.55	14.93
	O	17.24	17.81	18.38	18.96	19.53	20.10	20.69	21.26	21.83	22.40
4	B	12.90	13.33	13.76	14.19	14.62	15.05	15.48	15.91	16.33	16.76
	O	19.35	20.00	20.64	21.29	21.93	22.58	23.22	23.87	24.50	25.14
5	B	14.43	14.91	15.39	15.87	16.35	16.83	17.32	17.80	18.28	18.76
	O	21.65	22.37	23.09	23.81	24.53	25.25	25.98	26.70	27.42	28.14
6	B	16.08	16.62	17.16	17.69	18.23	18.76	19.30	19.84	20.37	20.91
	O	24.12	24.93	25.74	26.54	27.35	28.14	28.95	29.76	30.56	31.37
7	B	17.87	18.47	19.06	19.66	20.26	20.85	21.45	22.04	22.64	23.23
	O	26.81	27.71	28.59	29.49	30.39	31.28	32.18	33.06	33.96	34.85
8	B	19.79	20.45	21.11	21.77	22.43	23.09	23.75	24.41	25.07	25.73
	O	29.69	30.68	31.67	32.66	33.65	34.64	35.63	36.12	36.12	36.12
9	B	21.86	22.59	23.32	24.05	24.78	25.51	26.24	26.96	27.69	28.42
	O	32.79	33.89	34.98	36.08	36.12	36.12	36.12	36.12	36.12	36.12
10	B	24.08	24.88	25.68	26.48	27.29	28.09	28.89	29.69	30.50	31.30
	O	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12
11	B	26.45	27.33	28.21	29.10	29.98	30.86	31.74	32.62	33.50	34.39
	O	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12
12	B	31.70	32.76	33.82	34.88	35.93	36.99	38.05	39.10	40.16	41.22
	O	36.12	36.12	36.12	36.12	36.12	36.99	38.05	39.10	40.16	41.22
13	B	37.70	38.96	40.21	41.47	42.73	43.98	45.24	46.50	47.76	49.01
	O	37.70	38.96	40.21	41.47	42.73	43.98	45.24	46.50	47.76	49.01
14	B	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.94	56.43	57.91
	O	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.94	56.43	57.91
15	B	52.40	54.15	55.90	57.64	59.39	61.14	62.89	64.63	66.38	68.13
	O	52.40	54.15	55.90	57.64	59.39	61.14	62.89	64.63	66.38	68.13