

**SALARY TABLE 2020-LA (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.41%**  
**FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA**  
**TOTAL INCREASE: 3.33%**  
**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	\$ 12.40	\$ 12.81	\$ 13.23	\$ 13.64	\$ 14.05	\$ 14.29	\$ 14.70	\$ 15.11	\$ 15.13	\$ 15.51
	O	18.60	19.22	19.85	20.46	21.08	21.44	22.05	22.67	22.70	23.27
2	B	13.94	14.27	14.74	15.13	15.30	15.75	16.20	16.64	17.09	17.54
	O	20.91	21.41	22.11	22.70	22.95	23.63	24.30	24.96	25.64	26.31
3	B	18.25	18.76	19.27	19.77	20.28	20.79	21.29	21.80	22.31	22.82
	O	27.38	28.14	28.91	29.66	30.42	31.19	31.94	32.70	33.47	34.23
4	B	20.49	21.06	21.63	22.20	22.77	23.34	23.91	24.47	25.04	25.61
	O	30.74	31.59	32.45	33.30	34.16	35.01	35.87	36.71	37.56	38.42
5	B	23.56	24.20	24.84	25.48	26.11	26.75	27.39	28.02	28.66	29.30
	O	35.34	36.30	37.26	38.22	39.17	40.13	41.09	42.03	42.99	43.95
6	B	24.85	25.56	26.27	26.98	27.69	28.40	29.11	29.82	30.53	31.24
	O	37.28	38.34	39.41	40.47	41.54	42.60	43.67	44.73	45.80	46.86
7	B	26.82	27.61	28.40	29.19	29.97	30.76	31.55	32.34	33.13	33.92
	O	40.23	41.42	42.60	43.79	44.96	46.14	47.33	48.51	49.41	49.41
8	B	27.96	28.83	29.70	30.58	31.45	32.32	33.20	34.07	34.95	35.82
	O	41.94	43.25	44.55	45.87	47.18	48.48	49.41	49.41	49.41	49.41
9	B	29.91	30.88	31.84	32.81	33.77	34.74	35.70	36.67	37.63	38.60
	O	44.87	46.32	47.76	49.22	49.41	49.41	49.41	49.41	49.41	49.41
10	B	32.94	34.00	35.07	36.13	37.19	38.25	39.32	40.38	41.44	42.51
	O	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41
11	B	35.02	36.19	37.36	38.53	39.69	40.86	42.03	43.20	44.36	45.53
	O	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41	49.41
12	B	41.98	43.38	44.78	46.18	47.58	48.98	50.38	51.78	53.18	54.58
	O	49.41	49.41	49.41	49.41	49.41	49.41	50.38	51.78	53.18	54.58
13	B	49.92	51.58	53.25	54.91	56.58	58.24	59.90	61.57	63.23	64.90
	O	49.92	51.58	53.25	54.91	56.58	58.24	59.90	61.57	63.23	64.90
14	B	58.99	60.96	62.92	64.89	66.85	68.82	70.79	72.75	74.72	76.68
	O	58.99	60.96	62.92	64.89	66.85	68.82	70.79	72.75	74.72	76.68
15	B	69.39	71.70	74.01	76.33	78.64	80.95	81.84	81.84	81.84	81.84
	O	69.39	71.70	74.01	76.33	78.64	80.95	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: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>