

**SALARY TABLE 2020-LR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.88%**  
**FOR THE LOCALITY PAY AREA OF LAREDO, TX**  
**TOTAL INCREASE: 3.17%**  
**EFFECTIVE JANUARY 2020**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,233	\$ 24,011	\$ 24,784	\$ 25,552	\$ 26,325	\$ 26,777	\$ 27,540	\$ 28,310	\$ 28,341	\$ 29,064
2	26,123	26,744	27,610	28,341	28,660	29,502	30,345	31,188	32,031	32,874
3	34,202	35,152	36,101	37,051	38,001	38,951	39,901	40,851	41,801	42,750
4	38,395	39,461	40,527	41,594	42,660	43,726	44,793	45,859	46,926	47,992
5	44,153	45,347	46,540	47,734	48,927	50,121	51,315	52,508	53,702	54,895
6	46,556	47,886	49,216	50,547	51,877	53,207	54,537	55,868	57,198	58,528
7	50,254	51,732	53,209	54,687	56,165	57,643	59,120	60,598	62,076	63,553
8	52,383	54,020	55,657	57,294	58,931	60,568	62,205	63,842	65,479	67,116
9	56,050	57,858	59,666	61,474	63,282	65,090	66,899	68,707	70,515	72,323
10	61,724	63,715	65,706	67,697	69,689	71,680	73,671	75,662	77,654	79,645
11	65,627	67,814	70,001	72,189	74,376	76,563	78,751	80,938	83,126	85,313
12	78,659	81,282	83,904	86,527	89,149	91,772	94,394	97,017	99,639	102,262
13	93,536	96,654	99,772	102,891	106,009	109,127	112,245	115,364	118,482	121,600
14	110,531	114,215	117,899	121,583	125,267	128,952	132,636	136,320	140,004	143,688
15	130,014	134,349	138,683	143,017	147,352	151,686	156,020	160,355	164,689	169,024

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>