

**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**

*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	\$ 11.13	\$ 11.51	\$ 11.88	\$ 12.24	\$ 12.61	\$ 12.83	\$ 13.20	\$ 13.56	\$ 13.58	\$ 13.93
	O	16.70	17.27	17.82	18.36	18.92	19.25	19.80	20.34	20.37	20.90
2	B	12.52	12.81	13.23	13.58	13.73	14.14	14.54	14.94	15.35	15.75
	O	18.78	19.22	19.85	20.37	20.60	21.21	21.81	22.41	23.03	23.63
3	B	16.39	16.84	17.30	17.75	18.21	18.66	19.12	19.57	20.03	20.48
	O	24.59	25.26	25.95	26.63	27.32	27.99	28.68	29.36	30.05	30.72
4	B	18.40	18.91	19.42	19.93	20.44	20.95	21.46	21.97	22.48	23.00
	O	27.60	28.37	29.13	29.90	30.66	31.43	32.19	32.96	33.72	34.50
5	B	21.16	21.73	22.30	22.87	23.44	24.02	24.59	25.16	25.73	26.30
	O	31.74	32.60	33.45	34.31	35.16	36.03	36.89	37.74	38.60	39.45
6	B	22.31	22.94	23.58	24.22	24.86	25.49	26.13	26.77	27.41	28.04
	O	33.47	34.41	35.37	36.33	37.29	38.24	39.20	40.16	41.12	42.06
7	B	24.08	24.79	25.50	26.20	26.91	27.62	28.33	29.04	29.74	30.45
	O	36.12	37.19	38.25	39.30	40.37	41.43	42.50	43.56	44.37	44.37
8	B	25.10	25.88	26.67	27.45	28.24	29.02	29.81	30.59	31.37	32.16
	O	37.65	38.82	40.01	41.18	42.36	43.53	44.37	44.37	44.37	44.37
9	B	26.86	27.72	28.59	29.46	30.32	31.19	32.06	32.92	33.79	34.65
	O	40.29	41.58	42.89	44.19	44.37	44.37	44.37	44.37	44.37	44.37
10	B	29.58	30.53	31.48	32.44	33.39	34.35	35.30	36.25	37.21	38.16
	O	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37
11	B	31.45	32.49	33.54	34.59	35.64	36.69	37.73	38.78	39.83	40.88
	O	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37	44.37
12	B	37.69	38.95	40.20	41.46	42.72	43.97	45.23	46.49	47.74	49.00
	O	44.37	44.37	44.37	44.37	44.37	44.37	45.23	46.49	47.74	49.00
13	B	44.82	46.31	47.81	49.30	50.79	52.29	53.78	55.28	56.77	58.27
	O	44.82	46.31	47.81	49.30	50.79	52.29	53.78	55.28	56.77	58.27
14	B	52.96	54.73	56.49	58.26	60.02	61.79	63.55	65.32	67.08	68.85
	O	52.96	54.73	56.49	58.26	60.02	61.79	63.55	65.32	67.08	68.85
15	B	62.30	64.37	66.45	68.53	70.60	72.68	74.76	76.84	78.91	80.99
	O	62.30	64.37	66.45	68.53	70.60	72.68	74.76	76.84	78.91	80.99

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/>