

**SALARY TABLE 2020-LR**  
**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	13.66	14.11	14.57	15.02	15.48	15.93	16.39	16.84	17.30	17.75
	O	20.49	21.17	21.86	22.53	23.22	23.90	24.59	25.26	25.95	26.63
4	B	15.33	15.84	16.35	16.86	17.38	17.89	18.40	18.91	19.42	19.93
	O	23.00	23.76	24.53	25.29	26.07	26.84	27.60	28.37	29.13	29.90
5	B	17.15	17.72	18.30	18.87	19.44	20.01	20.58	21.16	21.73	22.30
	O	25.73	26.58	27.45	28.31	29.16	30.02	30.87	31.74	32.60	33.45
6	B	19.12	19.76	20.40	21.03	21.67	22.31	22.94	23.58	24.22	24.86
	O	28.68	29.64	30.60	31.55	32.51	33.47	34.41	35.37	36.33	37.29
7	B	21.25	21.96	22.66	23.37	24.08	24.79	25.50	26.20	26.91	27.62
	O	31.88	32.94	33.99	35.06	36.12	37.19	38.25	39.30	40.37	41.43
8	B	23.53	24.32	25.10	25.88	26.67	27.45	28.24	29.02	29.81	30.59
	O	35.30	36.48	37.65	38.82	40.01	41.18	42.36	42.93	42.93	42.93
9	B	25.99	26.86	27.72	28.59	29.46	30.32	31.19	32.06	32.92	33.79
	O	38.99	40.29	41.58	42.89	42.93	42.93	42.93	42.93	42.93	42.93
10	B	28.62	29.58	30.53	31.48	32.44	33.39	34.35	35.30	36.25	37.21
	O	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93
11	B	31.45	32.49	33.54	34.59	35.64	36.69	37.73	38.78	39.83	40.88
	O	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93
12	B	37.69	38.95	40.20	41.46	42.72	43.97	45.23	46.49	47.74	49.00
	O	42.93	42.93	42.93	42.93	42.93	43.97	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

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/>