

**SALARY TABLE 2020-MIL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.96%**  
**FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI**  
**TOTAL INCREASE: 2.92%**  
**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	\$ 11.33	\$ 11.71	\$ 12.08	\$ 12.46	\$ 12.83	\$ 13.05	\$ 13.43	\$ 13.80	\$ 13.82	\$ 14.17
	O	17.00	17.57	18.12	18.69	19.25	19.58	20.15	20.70	20.73	21.26
2	B	12.74	13.04	13.46	13.82	13.97	14.38	14.79	15.21	15.62	16.03
	O	19.11	19.56	20.19	20.73	20.96	21.57	22.19	22.82	23.43	24.05
3	B	16.67	17.14	17.60	18.06	18.53	18.99	19.45	19.92	20.38	20.84
	O	25.01	25.71	26.40	27.09	27.80	28.49	29.18	29.88	30.57	31.26
4	B	18.72	19.24	19.76	20.28	20.80	21.32	21.84	22.36	22.88	23.40
	O	28.08	28.86	29.64	30.42	31.20	31.98	32.76	33.54	34.32	35.10
5	B	21.53	22.11	22.69	23.27	23.85	24.44	25.02	25.60	26.18	26.76
	O	32.30	33.17	34.04	34.91	35.78	36.66	37.53	38.40	39.27	40.14
6	B	22.70	23.35	23.99	24.64	25.29	25.94	26.59	27.24	27.89	28.53
	O	34.05	35.03	35.99	36.96	37.94	38.91	39.89	40.86	41.84	42.80
7	B	24.50	25.22	25.94	26.66	27.38	28.10	28.82	29.54	30.26	30.98
	O	36.75	37.83	38.91	39.99	41.07	42.15	43.23	44.31	45.14	45.14
8	B	25.54	26.34	27.14	27.93	28.73	29.53	30.33	31.13	31.92	32.72
	O	38.31	39.51	40.71	41.90	43.10	44.30	45.14	45.14	45.14	45.14
9	B	27.33	28.21	29.09	29.97	30.85	31.73	32.62	33.50	34.38	35.26
	O	41.00	42.32	43.64	44.96	45.14	45.14	45.14	45.14	45.14	45.14
10	B	30.09	31.06	32.03	33.01	33.98	34.95	35.92	36.89	37.86	38.83
	O	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14
11	B	32.00	33.06	34.13	35.20	36.26	37.33	38.39	39.46	40.53	41.59
	O	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14
12	B	38.35	39.63	40.91	42.19	43.46	44.74	46.02	47.30	48.58	49.86
	O	45.14	45.14	45.14	45.14	45.14	45.14	46.02	47.30	48.58	49.86
13	B	45.60	47.12	48.64	50.16	51.68	53.20	54.72	56.24	57.76	59.29
	O	45.60	47.12	48.64	50.16	51.68	53.20	54.72	56.24	57.76	59.29
14	B	53.89	55.68	57.48	59.28	61.07	62.87	64.67	66.46	68.26	70.05
	O	53.89	55.68	57.48	59.28	61.07	62.87	64.67	66.46	68.26	70.05
15	B	63.39	65.50	67.61	69.73	71.84	73.95	76.07	78.18	80.29	81.84
	O	63.39	65.50	67.61	69.73	71.84	73.95	76.07	78.18	80.29	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/>