

**SALARY TABLE 2020-MIL**  
**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	13.90	14.36	14.82	15.29	15.75	16.21	16.67	17.14	17.60	18.06
	O	20.85	21.54	22.23	22.94	23.63	24.32	25.01	25.71	26.40	27.09
4	B	15.60	16.12	16.64	17.16	17.68	18.20	18.72	19.24	19.76	20.28
	O	23.40	24.18	24.96	25.74	26.52	27.30	28.08	28.86	29.64	30.42
5	B	17.45	18.03	18.62	19.20	19.78	20.36	20.94	21.53	22.11	22.69
	O	26.18	27.05	27.93	28.80	29.67	30.54	31.41	32.30	33.17	34.04
6	B	19.46	20.10	20.75	21.40	22.05	22.70	23.35	23.99	24.64	25.29
	O	29.19	30.15	31.13	32.10	33.08	34.05	35.03	35.99	36.96	37.94
7	B	21.62	22.34	23.06	23.78	24.50	25.22	25.94	26.66	27.38	28.10
	O	32.43	33.51	34.59	35.67	36.75	37.83	38.91	39.99	41.07	42.15
8	B	23.94	24.74	25.54	26.34	27.14	27.93	28.73	29.53	30.33	31.13
	O	35.91	37.11	38.31	39.51	40.71	41.90	43.10	43.68	43.68	43.68
9	B	26.44	27.33	28.21	29.09	29.97	30.85	31.73	32.62	33.50	34.38
	O	39.66	41.00	42.32	43.64	43.68	43.68	43.68	43.68	43.68	43.68
10	B	29.12	30.09	31.06	32.03	33.01	33.98	34.95	35.92	36.89	37.86
	O	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68
11	B	32.00	33.06	34.13	35.20	36.26	37.33	38.39	39.46	40.53	41.59
	O	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68
12	B	38.35	39.63	40.91	42.19	43.46	44.74	46.02	47.30	48.58	49.86
	O	43.68	43.68	43.68	43.68	43.68	44.74	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)).

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/>