

**SALARY TABLE 2020-MSP (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.66%**  
**FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI**  
**TOTAL INCREASE: 3.15%**  
**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	\$ 11.67	\$ 12.06	\$ 12.45	\$ 12.84	\$ 13.23	\$ 13.45	\$ 13.84	\$ 14.22	\$ 14.24	\$ 14.60
	O	17.51	18.09	18.68	19.26	19.85	20.18	20.76	21.33	21.36	21.90
2	B	13.13	13.44	13.87	14.24	14.40	14.82	15.25	15.67	16.09	16.52
	O	19.70	20.16	20.81	21.36	21.60	22.23	22.88	23.51	24.14	24.78
3	B	17.18	17.66	18.14	18.62	19.09	19.57	20.05	20.53	21.00	21.48
	O	25.77	26.49	27.21	27.93	28.64	29.36	30.08	30.80	31.50	32.22
4	B	19.29	19.83	20.36	20.90	21.43	21.97	22.51	23.04	23.58	24.11
	O	28.94	29.75	30.54	31.35	32.15	32.96	33.77	34.56	35.37	36.17
5	B	22.18	22.78	23.38	23.98	24.58	25.18	25.78	26.38	26.98	27.58
	O	33.27	34.17	35.07	35.97	36.87	37.77	38.67	39.57	40.47	41.37
6	B	23.39	24.06	24.73	25.40	26.07	26.73	27.40	28.07	28.74	29.41
	O	35.09	36.09	37.10	38.10	39.11	40.10	41.10	42.11	43.11	44.12
7	B	25.25	25.99	26.74	27.48	28.22	28.96	29.71	30.45	31.19	31.93
	O	37.88	38.99	40.11	41.22	42.33	43.44	44.57	45.68	46.52	46.52
8	B	26.32	27.14	27.97	28.79	29.61	30.43	31.26	32.08	32.90	33.72
	O	39.48	40.71	41.96	43.19	44.42	45.65	46.52	46.52	46.52	46.52
9	B	28.16	29.07	29.98	30.89	31.80	32.70	33.61	34.52	35.43	36.34
	O	42.24	43.61	44.97	46.34	46.52	46.52	46.52	46.52	46.52	46.52
10	B	31.01	32.01	33.01	34.01	35.02	36.02	37.02	38.02	39.02	40.02
	O	46.52	46.52	46.52	46.52	46.52	46.52	46.52	46.52	46.52	46.52
11	B	32.97	34.07	35.17	36.27	37.37	38.47	39.57	40.67	41.77	42.87
	O	46.52	46.52	46.52	46.52	46.52	46.52	46.52	46.52	46.52	46.52
12	B	39.52	40.84	42.16	43.48	44.79	46.11	47.43	48.75	50.06	51.38
	O	46.52	46.52	46.52	46.52	46.52	46.52	47.43	48.75	50.06	51.38
13	B	47.00	48.56	50.13	51.70	53.26	54.83	56.40	57.97	59.53	61.10
	O	47.00	48.56	50.13	51.70	53.26	54.83	56.40	57.97	59.53	61.10
14	B	55.54	57.39	59.24	61.09	62.94	64.79	66.64	68.49	70.35	72.20
	O	55.54	57.39	59.24	61.09	62.94	64.79	66.64	68.49	70.35	72.20
15	B	65.33	67.50	69.68	71.86	74.04	76.22	78.39	80.57	81.84	81.84
	O	65.33	67.50	69.68	71.86	74.04	76.22	78.39	80.57	81.84	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/>