

**SALARY TABLE 2020-NY (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.98%**  
**FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA**  
**TOTAL INCREASE: 3.31%**  
**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	\$ 12.55	\$ 12.97	\$ 13.38	\$ 13.80	\$ 14.22	\$ 14.46	\$ 14.87	\$ 15.29	\$ 15.30	\$ 15.69
	O	18.83	19.46	20.07	20.70	21.33	21.69	22.31	22.94	22.95	23.54
2	B	14.11	14.44	14.91	15.30	15.48	15.93	16.39	16.84	17.30	17.75
	O	21.17	21.66	22.37	22.95	23.22	23.90	24.59	25.26	25.95	26.63
3	B	18.47	18.98	19.50	20.01	20.52	21.03	21.55	22.06	22.57	23.09
	O	27.71	28.47	29.25	30.02	30.78	31.55	32.33	33.09	33.86	34.64
4	B	20.73	21.31	21.89	22.46	23.04	23.61	24.19	24.76	25.34	25.92
	O	31.10	31.97	32.84	33.69	34.56	35.42	36.29	37.14	38.01	38.88
5	B	23.84	24.49	25.13	25.78	26.42	27.07	27.71	28.36	29.00	29.64
	O	35.76	36.74	37.70	38.67	39.63	40.61	41.57	42.54	43.50	44.46
6	B	25.14	25.86	26.58	27.30	28.01	28.73	29.45	30.17	30.89	31.61
	O	37.71	38.79	39.87	40.95	42.02	43.10	44.18	45.26	46.34	47.42
7	B	27.14	27.94	28.73	29.53	30.33	31.13	31.93	32.72	33.52	34.32
	O	40.71	41.91	43.10	44.30	45.50	46.70	47.90	49.08	50.00	50.00
8	B	28.29	29.17	30.06	30.94	31.82	32.71	33.59	34.48	35.36	36.24
	O	42.44	43.76	45.09	46.41	47.73	49.07	50.00	50.00	50.00	50.00
9	B	30.27	31.24	32.22	33.20	34.17	35.15	36.13	37.10	38.08	39.06
	O	45.41	46.86	48.33	49.80	50.00	50.00	50.00	50.00	50.00	50.00
10	B	33.33	34.41	35.48	36.56	37.63	38.71	39.78	40.86	41.93	43.01
	O	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00
11	B	35.44	36.62	37.80	38.98	40.16	41.35	42.53	43.71	44.89	46.07
	O	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00
12	B	42.48	43.89	45.31	46.73	48.14	49.56	50.97	52.39	53.81	55.22
	O	50.00	50.00	50.00	50.00	50.00	50.00	50.97	52.39	53.81	55.22
13	B	50.51	52.20	53.88	55.56	57.25	58.93	60.61	62.30	63.98	65.67
	O	50.51	52.20	53.88	55.56	57.25	58.93	60.61	62.30	63.98	65.67
14	B	59.69	61.68	63.67	65.66	67.65	69.64	71.63	73.62	75.60	77.59
	O	59.69	61.68	63.67	65.66	67.65	69.64	71.63	73.62	75.60	77.59
15	B	70.21	72.55	74.89	77.23	79.57	81.84	81.84	81.84	81.84	81.84
	O	70.21	72.55	74.89	77.23	79.57	81.84	81.84	81.84	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/>