

**SALARY TABLE 2020-RA**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.49%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC**  
**TOTAL INCREASE: 3.03%**  
**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	\$ 11.28	\$ 11.66	\$ 12.04	\$ 12.41	\$ 12.78	\$ 13.00	\$ 13.37	\$ 13.75	\$ 13.76	\$ 14.11
	O	16.92	17.49	18.06	18.62	19.17	19.50	20.06	20.63	20.64	21.17
2	B	12.69	12.99	13.41	13.76	13.92	14.33	14.74	15.15	15.56	15.97
	O	19.04	19.49	20.12	20.64	20.88	21.50	22.11	22.73	23.34	23.96
3	B	13.84	14.30	14.76	15.23	15.69	16.15	16.61	17.07	17.53	17.99
	O	20.76	21.45	22.14	22.85	23.54	24.23	24.92	25.61	26.30	26.99
4	B	15.54	16.06	16.57	17.09	17.61	18.13	18.65	19.16	19.68	20.20
	O	23.31	24.09	24.86	25.64	26.42	27.20	27.98	28.74	29.52	30.30
5	B	17.39	17.97	18.54	19.12	19.70	20.28	20.86	21.44	22.02	22.60
	O	26.09	26.96	27.81	28.68	29.55	30.42	31.29	32.16	33.03	33.90
6	B	19.38	20.03	20.67	21.32	21.96	22.61	23.26	23.90	24.55	25.19
	O	29.07	30.05	31.01	31.98	32.94	33.92	34.89	35.85	36.83	37.79
7	B	21.54	22.25	22.97	23.69	24.41	25.12	25.84	26.56	27.28	27.99
	O	32.31	33.38	34.46	35.54	36.62	37.68	38.76	39.84	40.92	41.99
8	B	23.85	24.64	25.44	26.23	27.03	27.82	28.62	29.41	30.21	31.00
	O	35.78	36.96	38.16	39.35	40.55	41.73	42.93	43.52	43.52	43.52
9	B	26.34	27.22	28.10	28.98	29.85	30.73	31.61	32.49	33.37	34.25
	O	39.51	40.83	42.15	43.47	43.52	43.52	43.52	43.52	43.52	43.52
10	B	29.01	29.98	30.94	31.91	32.88	33.84	34.81	35.78	36.75	37.71
	O	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52
11	B	31.87	32.93	34.00	35.06	36.12	37.18	38.24	39.31	40.37	41.43
	O	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52	43.52
12	B	38.20	39.47	40.75	42.02	43.30	44.57	45.84	47.12	48.39	49.66
	O	43.52	43.52	43.52	43.52	43.52	44.57	45.84	47.12	48.39	49.66
13	B	45.43	46.94	48.45	49.97	51.48	53.00	54.51	56.03	57.54	59.05
	O	45.43	46.94	48.45	49.97	51.48	53.00	54.51	56.03	57.54	59.05
14	B	53.68	55.47	57.26	59.05	60.84	62.62	64.41	66.20	67.99	69.78
	O	53.68	55.47	57.26	59.05	60.84	62.62	64.41	66.20	67.99	69.78
15	B	63.14	65.25	67.35	69.46	71.56	73.67	75.77	77.88	79.98	81.84
	O	63.14	65.25	67.35	69.46	71.56	73.67	75.77	77.88	79.98	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/>