

**SALARY TABLE 2020-RUS**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.95%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**  
**TOTAL INCREASE: 2.85%**  
**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	\$ 10.86	\$ 11.22	\$ 11.58	\$ 11.94	\$ 12.30	\$ 12.51	\$ 12.87	\$ 13.23	\$ 13.24	\$ 13.58
	O	16.29	16.83	17.37	17.91	18.45	18.77	19.31	19.85	19.86	20.37
2	B	12.21	12.50	12.90	13.24	13.39	13.79	14.18	14.58	14.97	15.36
	O	18.32	18.75	19.35	19.86	20.09	20.69	21.27	21.87	22.46	23.04
3	B	13.32	13.76	14.21	14.65	15.10	15.54	15.98	16.43	16.87	17.32
	O	19.98	20.64	21.32	21.98	22.65	23.31	23.97	24.65	25.31	25.98
4	B	14.95	15.45	15.95	16.45	16.95	17.45	17.94	18.44	18.94	19.44
	O	22.43	23.18	23.93	24.68	25.43	26.18	26.91	27.66	28.41	29.16
5	B	16.73	17.29	17.85	18.40	18.96	19.52	20.08	20.63	21.19	21.75
	O	25.10	25.94	26.78	27.60	28.44	29.28	30.12	30.95	31.79	32.63
6	B	18.65	19.27	19.89	20.51	21.14	21.76	22.38	23.00	23.62	24.24
	O	27.98	28.91	29.84	30.77	31.71	32.64	33.57	34.50	35.43	36.36
7	B	20.72	21.41	22.10	22.80	23.49	24.18	24.87	25.56	26.25	26.94
	O	31.08	32.12	33.15	34.20	35.24	36.27	37.31	38.34	39.38	40.41
8	B	22.95	23.72	24.48	25.25	26.01	26.78	27.54	28.31	29.07	29.84
	O	34.43	35.58	36.72	37.88	39.02	40.17	41.31	41.88	41.88	41.88
9	B	25.35	26.19	27.04	27.88	28.73	29.57	30.42	31.26	32.11	32.95
	O	38.03	39.29	40.56	41.82	41.88	41.88	41.88	41.88	41.88	41.88
10	B	27.92	28.85	29.78	30.71	31.64	32.57	33.50	34.43	35.36	36.29
	O	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88
11	B	30.67	31.69	32.71	33.74	34.76	35.78	36.80	37.83	38.85	39.87
	O	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88	41.88
12	B	36.76	37.99	39.21	40.44	41.66	42.89	44.11	45.34	46.57	47.79
	O	41.88	41.88	41.88	41.88	41.88	42.89	44.11	45.34	46.57	47.79
13	B	43.71	45.17	46.63	48.09	49.54	51.00	52.46	53.91	55.37	56.83
	O	43.71	45.17	46.63	48.09	49.54	51.00	52.46	53.91	55.37	56.83
14	B	51.66	53.38	55.10	56.82	58.54	60.26	61.99	63.71	65.43	67.15
	O	51.66	53.38	55.10	56.82	58.54	60.26	61.99	63.71	65.43	67.15
15	B	60.76	62.79	64.81	66.84	68.86	70.89	72.92	74.94	76.97	78.99
	O	60.76	62.79	64.81	66.84	68.86	70.89	72.92	74.94	76.97	78.99

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/>