

**SALARY TABLE 2020-SD (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.77%**  
**FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA**  
**TOTAL INCREASE: 3.37%**  
**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	\$ 12.15	\$ 12.56	\$ 12.96	\$ 13.37	\$ 13.77	\$ 14.01	\$ 14.40	\$ 14.81	\$ 14.82	\$ 15.20
	O	18.23	18.84	19.44	20.06	20.66	21.02	21.60	22.22	22.23	22.80
2	B	13.66	13.99	14.44	14.82	14.99	15.43	15.87	16.31	16.75	17.19
	O	20.49	20.99	21.66	22.23	22.49	23.15	23.81	24.47	25.13	25.79
3	B	17.89	18.39	18.88	19.38	19.88	20.37	20.87	21.37	21.86	22.36
	O	26.84	27.59	28.32	29.07	29.82	30.56	31.31	32.06	32.79	33.54
4	B	20.08	20.64	21.20	21.76	22.31	22.87	23.43	23.99	24.54	25.10
	O	30.12	30.96	31.80	32.64	33.47	34.31	35.15	35.99	36.81	37.65
5	B	23.09	23.72	24.34	24.97	25.59	26.22	26.84	27.46	28.09	28.71
	O	34.64	35.58	36.51	37.46	38.39	39.33	40.26	41.19	42.14	43.07
6	B	24.35	25.05	25.74	26.44	27.13	27.83	28.53	29.22	29.92	30.61
	O	36.53	37.58	38.61	39.66	40.70	41.75	42.80	43.83	44.88	45.92
7	B	26.29	27.06	27.83	28.60	29.38	30.15	30.92	31.70	32.47	33.24
	O	39.44	40.59	41.75	42.90	44.07	45.23	46.38	47.55	48.42	48.42
8	B	27.40	28.26	29.11	29.97	30.82	31.68	32.54	33.39	34.25	35.10
	O	41.10	42.39	43.67	44.96	46.23	47.52	48.42	48.42	48.42	48.42
9	B	29.32	30.26	31.21	32.15	33.10	34.05	34.99	35.94	36.88	37.83
	O	43.98	45.39	46.82	48.23	48.42	48.42	48.42	48.42	48.42	48.42
10	B	32.28	33.33	34.37	35.41	36.45	37.49	38.53	39.57	40.62	41.66
	O	48.42	48.42	48.42	48.42	48.42	48.42	48.42	48.42	48.42	48.42
11	B	34.33	35.47	36.61	37.76	38.90	40.05	41.19	42.33	43.48	44.62
	O	48.42	48.42	48.42	48.42	48.42	48.42	48.42	48.42	48.42	48.42
12	B	41.14	42.51	43.89	45.26	46.63	48.00	49.37	50.74	52.12	53.49
	O	48.42	48.42	48.42	48.42	48.42	48.42	49.37	50.74	52.12	53.49
13	B	48.92	50.55	52.19	53.82	55.45	57.08	58.71	60.34	61.97	63.60
	O	48.92	50.55	52.19	53.82	55.45	57.08	58.71	60.34	61.97	63.60
14	B	57.81	59.74	61.67	63.59	65.52	67.45	69.38	71.30	73.23	75.16
	O	57.81	59.74	61.67	63.59	65.52	67.45	69.38	71.30	73.23	75.16
15	B	68.00	70.27	72.54	74.81	77.07	79.34	81.61	81.84	81.84	81.84
	O	68.00	70.27	72.54	74.81	77.07	79.34	81.61	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/>