

SALARY TABLE 2020-GS
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE
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	\$ 9.36	\$ 9.68	\$ 9.99	\$ 10.30	\$ 10.61	\$ 10.79	\$ 11.10	\$ 11.41	\$ 11.42	\$ 11.71
	O	14.04	14.52	14.99	15.45	15.92	16.19	16.65	17.12	17.13	17.57
2	B	10.53	10.78	11.13	11.42	11.55	11.89	12.23	12.57	12.91	13.25
	O	15.80	16.17	16.70	17.13	17.33	17.84	18.35	18.86	19.37	19.88
3	B	11.49	11.87	12.25	12.64	13.02	13.40	13.79	14.17	14.55	14.93
	O	17.24	17.81	18.38	18.96	19.53	20.10	20.69	21.26	21.83	22.40
4	B	12.90	13.33	13.76	14.19	14.62	15.05	15.48	15.91	16.33	16.76
	O	19.35	20.00	20.64	21.29	21.93	22.58	23.22	23.87	24.50	25.14
5	B	14.43	14.91	15.39	15.87	16.35	16.83	17.32	17.80	18.28	18.76
	O	21.65	22.37	23.09	23.81	24.53	25.25	25.98	26.70	27.42	28.14
6	B	16.08	16.62	17.16	17.69	18.23	18.76	19.30	19.84	20.37	20.91
	O	24.12	24.93	25.74	26.54	27.35	28.14	28.95	29.76	30.56	31.37
7	B	17.87	18.47	19.06	19.66	20.26	20.85	21.45	22.04	22.64	23.23
	O	26.81	27.71	28.59	29.49	30.39	31.28	32.18	33.06	33.96	34.85
8	B	19.79	20.45	21.11	21.77	22.43	23.09	23.75	24.41	25.07	25.73
	O	29.69	30.68	31.67	32.66	33.65	34.64	35.63	36.12	36.12	36.12
9	B	21.86	22.59	23.32	24.05	24.78	25.51	26.24	26.96	27.69	28.42
	O	32.79	33.89	34.98	36.08	36.12	36.12	36.12	36.12	36.12	36.12
10	B	24.08	24.88	25.68	26.48	27.29	28.09	28.89	29.69	30.50	31.30
	O	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12
11	B	26.45	27.33	28.21	29.10	29.98	30.86	31.74	32.62	33.50	34.39
	O	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12	36.12
12	B	31.70	32.76	33.82	34.88	35.93	36.99	38.05	39.10	40.16	41.22
	O	36.12	36.12	36.12	36.12	36.12	36.99	38.05	39.10	40.16	41.22
13	B	37.70	38.96	40.21	41.47	42.73	43.98	45.24	46.50	47.76	49.01
	O	37.70	38.96	40.21	41.47	42.73	43.98	45.24	46.50	47.76	49.01
14	B	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.94	56.43	57.91
	O	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.94	56.43	57.91
15	B	52.40	54.15	55.90	57.64	59.39	61.14	62.89	64.63	66.38	68.13
	O	52.40	54.15	55.90	57.64	59.39	61.14	62.89	64.63	66.38	68.13

SALARY TABLE 2020-AL
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.88%
FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY-MA
TOTAL INCREASE: 3.20%
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	\$ 11.04	\$ 11.41	\$ 11.78	\$ 12.14	\$ 12.51	\$ 12.72	\$ 13.08	\$ 13.45	\$ 13.47	\$ 13.81
	O	16.56	17.12	17.67	18.21	18.77	19.08	19.62	20.18	20.21	20.72
2	B	12.41	12.71	13.12	13.47	13.62	14.02	14.42	14.82	15.22	15.62
	O	18.62	19.07	19.68	20.21	20.43	21.03	21.63	22.23	22.83	23.43
3	B	13.54	13.99	14.45	14.90	15.35	15.80	16.25	16.70	17.15	17.60
	O	20.31	20.99	21.68	22.35	23.03	23.70	24.38	25.05	25.73	26.40
4	B	15.20	15.71	16.22	16.72	17.23	17.74	18.24	18.75	19.26	19.76
	O	22.80	23.57	24.33	25.08	25.85	26.61	27.36	28.13	28.89	29.64
5	B	17.01	17.58	18.14	18.71	19.28	19.84	20.41	20.98	21.55	22.11
	O	25.52	26.37	27.21	28.07	28.92	29.76	30.62	31.47	32.33	33.17
6	B	18.96	19.59	20.22	20.86	21.49	22.12	22.75	23.38	24.02	24.65
	O	28.44	29.39	30.33	31.29	32.24	33.18	34.13	35.07	36.03	36.98
7	B	21.07	21.77	22.47	23.17	23.88	24.58	25.28	25.98	26.69	27.39
	O	31.61	32.66	33.71	34.76	35.82	36.87	37.92	38.97	40.04	41.09
8	B	23.33	24.11	24.89	25.67	26.44	27.22	28.00	28.78	29.56	30.33
	O	35.00	36.17	37.34	38.51	39.66	40.83	42.00	42.57	42.57	42.57
9	B	25.77	26.63	27.49	28.35	29.21	30.07	30.93	31.79	32.64	33.50
	O	38.66	39.95	41.24	42.53	42.57	42.57	42.57	42.57	42.57	42.57
10	B	28.38	29.33	30.27	31.22	32.16	33.11	34.06	35.00	35.95	36.90
	O	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57
11	B	31.18	32.22	33.26	34.30	35.34	36.38	37.42	38.46	39.49	40.53
	O	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57	42.57
12	B	37.37	38.62	39.87	41.11	42.36	43.60	44.85	46.10	47.34	48.59
	O	42.57	42.57	42.57	42.57	42.57	43.60	44.85	46.10	47.34	48.59
13	B	44.44	45.92	47.40	48.89	50.37	51.85	53.33	54.81	56.29	57.78
	O	44.44	45.92	47.40	48.89	50.37	51.85	53.33	54.81	56.29	57.78
14	B	52.52	54.27	56.02	57.77	59.52	61.27	63.02	64.77	66.52	68.27
	O	52.52	54.27	56.02	57.77	59.52	61.27	63.02	64.77	66.52	68.27
15	B	61.77	63.83	65.89	67.95	70.01	72.07	74.13	76.19	78.25	80.31
	O	61.77	63.83	65.89	67.95	70.01	72.07	74.13	76.19	78.25	80.31

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/>

SALARY TABLE 2020-AQ
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.68%
FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM
TOTAL INCREASE: 3.02%
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	\$ 10.93	\$ 11.29	\$ 11.66	\$ 12.02	\$ 12.38	\$ 12.59	\$ 12.95	\$ 13.31	\$ 13.33	\$ 13.67
	O	16.40	16.94	17.49	18.03	18.57	18.89	19.43	19.97	20.00	20.51
2	B	12.29	12.58	12.98	13.33	13.48	13.87	14.27	14.67	15.06	15.46
	O	18.44	18.87	19.47	20.00	20.22	20.81	21.41	22.01	22.59	23.19
3	B	13.40	13.85	14.30	14.74	15.19	15.64	16.08	16.53	16.98	17.43
	O	20.10	20.78	21.45	22.11	22.79	23.46	24.12	24.80	25.47	26.15
4	B	15.05	15.55	16.05	16.55	17.05	17.56	18.06	18.56	19.06	19.56
	O	22.58	23.33	24.08	24.83	25.58	26.34	27.09	27.84	28.59	29.34
5	B	16.84	17.40	17.96	18.52	19.08	19.64	20.20	20.76	21.33	21.89
	O	25.26	26.10	26.94	27.78	28.62	29.46	30.30	31.14	32.00	32.84
6	B	18.77	19.39	20.02	20.64	21.27	21.89	22.52	23.15	23.77	24.40
	O	28.16	29.09	30.03	30.96	31.91	32.84	33.78	34.73	35.66	36.60
7	B	20.85	21.55	22.24	22.94	23.63	24.33	25.02	25.72	26.41	27.11
	O	31.28	32.33	33.36	34.41	35.45	36.50	37.53	38.58	39.62	40.67
8	B	23.10	23.87	24.64	25.41	26.17	26.94	27.71	28.48	29.25	30.02
	O	34.65	35.81	36.96	38.12	39.26	40.41	41.57	42.74	42.74	42.74
9	B	25.51	26.36	27.21	28.06	28.91	29.76	30.61	31.46	32.31	33.16
	O	38.27	39.54	40.82	42.09	42.74	42.74	42.74	42.74	42.74	42.74
10	B	28.09	29.03	29.96	30.90	31.84	32.77	33.71	34.65	35.58	36.52
	O	42.14	42.14	42.14	42.14	42.14	42.14	42.14	42.14	42.14	42.14
11	B	30.86	31.89	32.92	33.95	34.98	36.01	37.04	38.06	39.09	40.12
	O	42.14	42.14	42.14	42.14	42.14	42.14	42.14	42.14	42.14	42.14
12	B	36.99	38.23	39.46	40.69	41.93	43.16	44.39	45.63	46.86	48.09
	O	42.14	42.14	42.14	42.14	42.14	43.16	44.39	45.63	46.86	48.09
13	B	43.99	45.46	46.92	48.39	49.85	51.32	52.79	54.25	55.72	57.19
	O	43.99	45.46	46.92	48.39	49.85	51.32	52.79	54.25	55.72	57.19
14	B	51.98	53.71	55.45	57.18	58.91	60.64	62.38	64.11	65.84	67.57
	O	51.98	53.71	55.45	57.18	58.91	60.64	62.38	64.11	65.84	67.57
15	B	61.14	63.18	65.22	67.26	69.30	71.34	73.37	75.41	77.45	79.49
	O	61.14	63.18	65.22	67.26	69.30	71.34	73.37	75.41	77.45	79.49

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/>

SALARY TABLE 2020-ATL
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.16%
FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL
TOTAL INCREASE: 3.04%
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	\$ 11.44	\$ 11.82	\$ 12.20	\$ 12.58	\$ 12.96	\$ 13.18	\$ 13.56	\$ 13.94	\$ 13.95	\$ 14.31
	O	17.16	17.73	18.30	18.87	19.44	19.77	20.34	20.91	20.93	21.47
2	B	12.86	13.17	13.59	13.95	14.11	14.53	14.94	15.36	15.77	16.19
	O	19.29	19.76	20.39	20.93	21.17	21.80	22.41	23.04	23.66	24.29
3	B	14.03	14.50	14.97	15.44	15.90	16.37	16.84	17.31	17.78	18.24
	O	21.05	21.75	22.46	23.16	23.85	24.56	25.26	25.97	26.67	27.36
4	B	15.75	16.28	16.80	17.33	17.85	18.38	18.90	19.43	19.95	20.48
	O	23.63	24.42	25.20	26.00	26.78	27.57	28.35	29.15	29.93	30.72
5	B	17.63	18.21	18.80	19.39	19.98	20.56	21.15	21.74	22.33	22.92
	O	26.45	27.32	28.20	29.09	29.97	30.84	31.73	32.61	33.50	34.38
6	B	19.65	20.30	20.96	21.61	22.27	22.92	23.58	24.23	24.89	25.54
	O	29.48	30.45	31.44	32.42	33.41	34.38	35.37	36.35	37.34	38.31
7	B	21.83	22.56	23.29	24.02	24.74	25.47	26.20	26.93	27.65	28.38
	O	32.75	33.84	34.94	36.03	37.11	38.21	39.30	40.40	41.48	42.57
8	B	24.18	24.99	25.79	26.60	27.40	28.21	29.02	29.82	30.63	31.43
	O	36.27	37.49	38.69	39.90	41.10	42.32	43.53	44.12	44.12	44.12
9	B	26.71	27.60	28.49	29.38	30.27	31.16	32.05	32.94	33.83	34.72
	O	40.07	41.40	42.74	44.07	44.12	44.12	44.12	44.12	44.12	44.12
10	B	29.41	30.39	31.37	32.35	33.33	34.31	35.29	36.27	37.25	38.23
	O	44.12	44.12	44.12	44.12	44.12	44.12	44.12	44.12	44.12	44.12
11	B	32.31	33.39	34.47	35.54	36.62	37.70	38.78	39.85	40.93	42.01
	O	44.12	44.12	44.12	44.12	44.12	44.12	44.12	44.12	44.12	44.12
12	B	38.73	40.02	41.31	42.60	43.90	45.19	46.48	47.77	49.06	50.35
	O	44.12	44.12	44.12	44.12	44.12	45.19	46.48	47.77	49.06	50.35
13	B	46.06	47.59	49.13	50.66	52.20	53.73	55.27	56.80	58.34	59.87
	O	46.06	47.59	49.13	50.66	52.20	53.73	55.27	56.80	58.34	59.87
14	B	54.42	56.24	58.05	59.86	61.68	63.49	65.31	67.12	68.93	70.75
	O	54.42	56.24	58.05	59.86	61.68	63.49	65.31	67.12	68.93	70.75
15	B	64.02	66.15	68.28	70.42	72.55	74.69	76.82	78.95	81.09	81.84
	O	64.02	66.15	68.28	70.42	72.55	74.69	76.82	78.95	81.09	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/>

SALARY TABLE 2020-AU
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.17%
FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX
TOTAL INCREASE: 3.22%
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	\$ 11.07	\$ 11.44	\$ 11.80	\$ 12.17	\$ 12.54	\$ 12.75	\$ 13.12	\$ 13.48	\$ 13.50	\$ 13.84
	O	16.61	17.16	17.70	18.26	18.81	19.13	19.68	20.22	20.25	20.76
2	B	12.44	12.74	13.15	13.50	13.65	14.05	14.45	14.85	15.26	15.66
	O	18.66	19.11	19.73	20.25	20.48	21.08	21.68	22.28	22.89	23.49
3	B	13.58	14.03	14.48	14.93	15.39	15.84	16.29	16.74	17.20	17.65
	O	20.37	21.05	21.72	22.40	23.09	23.76	24.44	25.11	25.80	26.48
4	B	15.24	15.75	16.26	16.76	17.27	17.78	18.29	18.79	19.30	19.81
	O	22.86	23.63	24.39	25.14	25.91	26.67	27.44	28.19	28.95	29.72
5	B	17.05	17.62	18.19	18.76	19.32	19.89	20.46	21.03	21.60	22.17
	O	25.58	26.43	27.29	28.14	28.98	29.84	30.69	31.55	32.40	33.26
6	B	19.01	19.64	20.27	20.91	21.54	22.17	22.81	23.44	24.08	24.71
	O	28.52	29.46	30.41	31.37	32.31	33.26	34.22	35.16	36.12	37.07
7	B	21.12	21.82	22.53	23.23	23.94	24.64	25.34	26.05	26.75	27.45
	O	31.68	32.73	33.80	34.85	35.91	36.96	38.01	39.08	40.13	41.18
8	B	23.39	24.17	24.95	25.73	26.51	27.29	28.07	28.85	29.63	30.41
	O	35.09	36.26	37.43	38.60	39.77	40.94	42.11	42.68	42.68	42.68
9	B	25.83	26.70	27.56	28.42	29.28	30.14	31.00	31.86	32.72	33.59
	O	38.75	40.05	41.34	42.63	42.68	42.68	42.68	42.68	42.68	42.68
10	B	28.45	29.40	30.35	31.30	32.24	33.19	34.14	35.09	36.04	36.99
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
11	B	31.26	32.30	33.34	34.38	35.43	36.47	37.51	38.55	39.59	40.63
	O	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68	42.68
12	B	37.47	38.71	39.96	41.21	42.46	43.71	44.96	46.21	47.46	48.71
	O	42.68	42.68	42.68	42.68	42.68	43.71	44.96	46.21	47.46	48.71
13	B	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.95	56.43	57.92
	O	44.55	46.04	47.52	49.01	50.49	51.98	53.46	54.95	56.43	57.92
14	B	52.65	54.40	56.15	57.91	59.66	61.42	63.17	64.93	66.68	68.44
	O	52.65	54.40	56.15	57.91	59.66	61.42	63.17	64.93	66.68	68.44
15	B	61.93	63.99	66.05	68.12	70.18	72.25	74.31	76.38	78.44	80.51
	O	61.93	63.99	66.05	68.12	70.18	72.25	74.31	76.38	78.44	80.51

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/>

SALARY TABLE 2020-BH
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.26%
FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL
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	\$ 10.89	\$ 11.25	\$ 11.61	\$ 11.97	\$ 12.34	\$ 12.55	\$ 12.91	\$ 13.27	\$ 13.28	\$ 13.62
	O	16.34	16.88	17.42	17.96	18.51	18.83	19.37	19.91	19.92	20.43
2	B	12.24	12.53	12.94	13.28	13.43	13.82	14.22	14.61	15.01	15.40
	O	18.36	18.80	19.41	19.92	20.15	20.73	21.33	21.92	22.52	23.10
3	B	13.36	13.80	14.25	14.69	15.14	15.58	16.03	16.47	16.92	17.36
	O	20.04	20.70	21.38	22.04	22.71	23.37	24.05	24.71	25.38	26.04
4	B	14.99	15.49	15.99	16.49	16.99	17.49	17.99	18.49	18.99	19.49
	O	22.49	23.24	23.99	24.74	25.49	26.24	26.99	27.74	28.49	29.24
5	B	16.77	17.33	17.89	18.45	19.01	19.57	20.13	20.69	21.25	21.81
	O	25.16	26.00	26.84	27.68	28.52	29.36	30.20	31.04	31.88	32.72
6	B	18.70	19.32	19.95	20.57	21.19	21.82	22.44	23.06	23.69	24.31
	O	28.05	28.98	29.93	30.86	31.79	32.73	33.66	34.59	35.54	36.47
7	B	20.78	21.47	22.16	22.86	23.55	24.24	24.93	25.63	26.32	27.01
	O	31.17	32.21	33.24	34.29	35.33	36.36	37.40	38.45	39.48	40.52
8	B	23.01	23.78	24.55	25.31	26.08	26.85	27.61	28.38	29.15	29.92
	O	34.52	35.67	36.83	37.97	39.12	40.28	41.42	41.99	41.99	41.99
9	B	25.42	26.26	27.11	27.96	28.81	29.65	30.50	31.35	32.20	33.04
	O	38.13	39.39	40.67	41.94	41.99	41.99	41.99	41.99	41.99	41.99
10	B	27.99	28.92	29.86	30.79	31.72	32.66	33.59	34.52	35.46	36.39
	O	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99
11	B	30.75	31.78	32.80	33.83	34.85	35.88	36.90	37.93	38.95	39.98
	O	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99
12	B	36.86	38.09	39.32	40.55	41.78	43.00	44.23	45.46	46.69	47.92
	O	41.99	41.99	41.99	41.99	41.99	43.00	44.23	45.46	46.69	47.92
13	B	43.83	45.29	46.75	48.21	49.68	51.14	52.60	54.06	55.52	56.98
	O	43.83	45.29	46.75	48.21	49.68	51.14	52.60	54.06	55.52	56.98
14	B	51.79	53.52	55.25	56.97	58.70	60.43	62.15	63.88	65.61	67.33
	O	51.79	53.52	55.25	56.97	58.70	60.43	62.15	63.88	65.61	67.33
15	B	60.92	62.96	64.99	67.02	69.05	71.08	73.11	75.14	77.17	79.20
	O	60.92	62.96	64.99	67.02	69.05	71.08	73.11	75.14	77.17	79.20

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/>

SALARY TABLE 2020-BOS
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.11%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME
TOTAL INCREASE: 3.27%
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	\$ 12.09	\$ 12.50	\$ 12.90	\$ 13.30	\$ 13.70	\$ 13.93	\$ 14.33	\$ 14.73	\$ 14.75	\$ 15.12
	O	18.14	18.75	19.35	19.95	20.55	20.90	21.50	22.10	22.13	22.68
2	B	13.59	13.92	14.37	14.75	14.91	15.35	15.79	16.23	16.67	17.11
	O	20.39	20.88	21.56	22.13	22.37	23.03	23.69	24.35	25.01	25.67
3	B	14.83	15.33	15.82	16.32	16.81	17.30	17.80	18.29	18.79	19.28
	O	22.25	23.00	23.73	24.48	25.22	25.95	26.70	27.44	28.19	28.92
4	B	16.65	17.21	17.76	18.32	18.87	19.43	19.98	20.54	21.09	21.64
	O	24.98	25.82	26.64	27.48	28.31	29.15	29.97	30.81	31.64	32.46
5	B	18.63	19.25	19.87	20.49	21.11	21.73	22.36	22.98	23.60	24.22
	O	27.95	28.88	29.81	30.74	31.67	32.60	33.54	34.47	35.40	36.33
6	B	20.77	21.46	22.15	22.84	23.53	24.23	24.92	25.61	26.30	27.00
	O	31.16	32.19	33.23	34.26	35.30	36.35	37.38	38.42	39.45	40.50
7	B	23.08	23.84	24.61	25.38	26.15	26.92	27.69	28.46	29.23	30.00
	O	34.62	35.76	36.92	38.07	39.23	40.38	41.54	42.69	43.85	45.00
8	B	25.56	26.41	27.26	28.11	28.96	29.82	30.67	31.52	32.37	33.22
	O	38.34	39.62	40.89	42.17	43.44	44.73	46.01	46.62	46.62	46.62
9	B	28.23	29.17	30.11	31.05	31.99	32.93	33.87	34.81	35.75	36.70
	O	42.35	43.76	45.17	46.58	46.62	46.62	46.62	46.62	46.62	46.62
10	B	31.08	32.12	33.16	34.19	35.23	36.27	37.30	38.34	39.37	40.41
	O	46.62	46.62	46.62	46.62	46.62	46.62	46.62	46.62	46.62	46.62
11	B	34.15	35.29	36.43	37.57	38.70	39.84	40.98	42.12	43.26	44.40
	O	46.62	46.62	46.62	46.62	46.62	46.62	46.62	46.62	46.62	46.62
12	B	40.93	42.30	43.66	45.03	46.39	47.76	49.12	50.49	51.85	53.22
	O	46.62	46.62	46.62	46.62	46.62	47.76	49.12	50.49	51.85	53.22
13	B	48.68	50.30	51.92	53.54	55.17	56.79	58.41	60.03	61.66	63.28
	O	48.68	50.30	51.92	53.54	55.17	56.79	58.41	60.03	61.66	63.28
14	B	57.52	59.44	61.35	63.27	65.19	67.10	69.02	70.94	72.86	74.77
	O	57.52	59.44	61.35	63.27	65.19	67.10	69.02	70.94	72.86	74.77
15	B	67.66	69.91	72.17	74.42	76.68	78.94	81.19	81.84	81.84	81.84
	O	67.66	69.91	72.17	74.42	76.68	78.94	81.19	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)).

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/>

SALARY TABLE 2020-BU
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.20%
FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY
TOTAL INCREASE: 3.05%
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	\$ 11.26	\$ 11.63	\$ 12.01	\$ 12.38	\$ 12.75	\$ 12.97	\$ 13.34	\$ 13.72	\$ 13.73	\$ 14.08
	O	16.89	17.45	18.02	18.57	19.13	19.46	20.01	20.58	20.60	21.12
2	B	12.66	12.96	13.38	13.73	13.89	14.29	14.70	15.11	15.52	15.93
	O	18.99	19.44	20.07	20.60	20.84	21.44	22.05	22.67	23.28	23.90
3	B	13.81	14.27	14.73	15.19	15.65	16.11	16.57	17.03	17.49	17.95
	O	20.72	21.41	22.10	22.79	23.48	24.17	24.86	25.55	26.24	26.93
4	B	15.50	16.02	16.53	17.05	17.57	18.08	18.60	19.12	19.63	20.15
	O	23.25	24.03	24.80	25.58	26.36	27.12	27.90	28.68	29.45	30.23
5	B	17.34	17.92	18.50	19.08	19.66	20.23	20.81	21.39	21.97	22.55
	O	26.01	26.88	27.75	28.62	29.49	30.35	31.22	32.09	32.96	33.83
6	B	19.33	19.98	20.62	21.27	21.91	22.56	23.20	23.84	24.49	25.13
	O	29.00	29.97	30.93	31.91	32.87	33.84	34.80	35.76	36.74	37.70
7	B	21.48	22.20	22.92	23.63	24.35	25.06	25.78	26.49	27.21	27.93
	O	32.22	33.30	34.38	35.45	36.53	37.59	38.67	39.74	40.82	41.90
8	B	23.79	24.59	25.38	26.17	26.96	27.76	28.55	29.34	30.14	30.93
	O	35.69	36.89	38.07	39.26	40.44	41.64	42.83	43.41	43.41	43.41
9	B	26.28	27.15	28.03	28.91	29.78	30.66	31.53	32.41	33.29	34.16
	O	39.42	40.73	42.05	43.37	43.41	43.41	43.41	43.41	43.41	43.41
10	B	28.94	29.90	30.87	31.83	32.80	33.76	34.73	35.69	36.66	37.62
	O	43.41	43.41	43.41	43.41	43.41	43.41	43.41	43.41	43.41	43.41
11	B	31.79	32.85	33.91	34.97	36.03	37.09	38.15	39.21	40.27	41.33
	O	43.41	43.41	43.41	43.41	43.41	43.41	43.41	43.41	43.41	43.41
12	B	38.11	39.38	40.65	41.92	43.19	44.46	45.73	47.00	48.27	49.54
	O	43.41	43.41	43.41	43.41	43.41	44.46	45.73	47.00	48.27	49.54
13	B	45.32	46.83	48.34	49.85	51.36	52.87	54.38	55.89	57.40	58.91
	O	45.32	46.83	48.34	49.85	51.36	52.87	54.38	55.89	57.40	58.91
14	B	53.55	55.33	57.12	58.90	60.69	62.47	64.26	66.04	67.83	69.61
	O	53.55	55.33	57.12	58.90	60.69	62.47	64.26	66.04	67.83	69.61
15	B	62.99	65.09	67.19	69.29	71.39	73.49	75.59	77.69	79.79	81.84
	O	62.99	65.09	67.19	69.29	71.39	73.49	75.59	77.69	79.79	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/>

SALARY TABLE 2020-BN
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.89%
FOR THE LOCALITY PAY AREA OF BURLINGTON-SOUTH BURLINGTON, VT
TOTAL INCREASE: 3.23%
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	\$ 10.95	\$ 11.31	\$ 11.68	\$ 12.04	\$ 12.40	\$ 12.62	\$ 12.98	\$ 13.34	\$ 13.35	\$ 13.69
	O	16.43	16.97	17.52	18.06	18.60	18.93	19.47	20.01	20.03	20.54
2	B	12.31	12.60	13.01	13.35	13.50	13.90	14.30	14.69	15.09	15.49
	O	18.47	18.90	19.52	20.03	20.25	20.85	21.45	22.04	22.64	23.24
3	B	13.43	13.88	14.32	14.77	15.22	15.67	16.11	16.56	17.01	17.46
	O	20.15	20.82	21.48	22.16	22.83	23.51	24.17	24.84	25.52	26.19
4	B	15.07	15.58	16.08	16.58	17.08	17.59	18.09	18.59	19.09	19.60
	O	22.61	23.37	24.12	24.87	25.62	26.39	27.14	27.89	28.64	29.40
5	B	16.87	17.43	17.99	18.55	19.11	19.68	20.24	20.80	21.36	21.93
	O	25.31	26.15	26.99	27.83	28.67	29.52	30.36	31.20	32.04	32.90
6	B	18.80	19.43	20.05	20.68	21.31	21.93	22.56	23.19	23.81	24.44
	O	28.20	29.15	30.08	31.02	31.97	32.90	33.84	34.79	35.72	36.66
7	B	20.89	21.59	22.28	22.98	23.68	24.37	25.07	25.77	26.46	27.16
	O	31.34	32.39	33.42	34.47	35.52	36.56	37.61	38.66	39.69	40.74
8	B	23.14	23.91	24.68	25.45	26.22	26.99	27.76	28.54	29.31	30.08
	O	34.71	35.87	37.02	38.18	39.33	40.49	41.64	42.21	42.21	42.21
9	B	25.55	26.41	27.26	28.11	28.96	29.81	30.67	31.52	32.37	33.22
	O	38.33	39.62	40.89	42.17	42.21	42.21	42.21	42.21	42.21	42.21
10	B	28.14	29.08	30.02	30.96	31.89	32.83	33.77	34.71	35.65	36.59
	O	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21
11	B	30.92	31.95	32.98	34.01	35.04	36.07	37.10	38.13	39.16	40.19
	O	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21	42.21
12	B	37.06	38.29	39.53	40.77	42.00	43.24	44.47	45.71	46.94	48.18
	O	42.21	42.21	42.21	42.21	42.21	43.24	44.47	45.71	46.94	48.18
13	B	44.07	45.54	47.01	48.48	49.94	51.41	52.88	54.35	55.82	57.29
	O	44.07	45.54	47.01	48.48	49.94	51.41	52.88	54.35	55.82	57.29
14	B	52.08	53.81	55.55	57.28	59.02	60.75	62.49	64.23	65.96	67.70
	O	52.08	53.81	55.55	57.28	59.02	60.75	62.49	64.23	65.96	67.70
15	B	61.25	63.30	65.34	67.38	69.42	71.46	73.51	75.55	77.59	79.63
	O	61.25	63.30	65.34	67.38	69.42	71.46	73.51	75.55	77.59	79.63

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/>

SALARY TABLE 2020-CT
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.44%
FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC
TOTAL INCREASE: 3.17%
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	\$ 11.00	\$ 11.37	\$ 11.73	\$ 12.10	\$ 12.46	\$ 12.67	\$ 13.04	\$ 13.40	\$ 13.42	\$ 13.76
	O	16.50	17.06	17.60	18.15	18.69	19.01	19.56	20.10	20.13	20.64
2	B	12.37	12.66	13.07	13.42	13.57	13.97	14.36	14.76	15.16	15.56
	O	18.56	18.99	19.61	20.13	20.36	20.96	21.54	22.14	22.74	23.34
3	B	13.49	13.94	14.39	14.84	15.29	15.74	16.19	16.64	17.09	17.54
	O	20.24	20.91	21.59	22.26	22.94	23.61	24.29	24.96	25.64	26.31
4	B	15.15	15.65	16.16	16.66	17.16	17.67	18.17	18.68	19.18	19.69
	O	22.73	23.48	24.24	24.99	25.74	26.51	27.26	28.02	28.77	29.54
5	B	16.95	17.51	18.08	18.64	19.21	19.77	20.33	20.90	21.46	22.03
	O	25.43	26.27	27.12	27.96	28.82	29.66	30.50	31.35	32.19	33.05
6	B	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56
	O	28.34	29.28	30.23	31.17	32.12	33.06	34.01	34.95	35.90	36.84
7	B	20.99	21.69	22.39	23.09	23.79	24.49	25.19	25.89	26.59	27.29
	O	31.49	32.54	33.59	34.64	35.69	36.74	37.79	38.84	39.89	40.94
8	B	23.25	24.02	24.80	25.57	26.35	27.12	27.90	28.67	29.45	30.22
	O	34.88	36.03	37.20	38.36	39.53	40.68	41.85	42.41	42.41	42.41
9	B	25.68	26.53	27.39	28.24	29.10	29.95	30.81	31.67	32.52	33.38
	O	38.52	39.80	41.09	42.36	42.41	42.41	42.41	42.41	42.41	42.41
10	B	28.27	29.22	30.16	31.10	32.04	32.99	33.93	34.87	35.82	36.76
	O	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41
11	B	31.06	32.10	33.14	34.17	35.21	36.24	37.28	38.31	39.35	40.38
	O	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41
12	B	37.23	38.47	39.72	40.96	42.20	43.44	44.68	45.92	47.16	48.41
	O	42.41	42.41	42.41	42.41	42.41	43.44	44.68	45.92	47.16	48.41
13	B	44.28	45.75	47.23	48.70	50.18	51.66	53.13	54.61	56.08	57.56
	O	44.28	45.75	47.23	48.70	50.18	51.66	53.13	54.61	56.08	57.56
14	B	52.32	54.06	55.81	57.55	59.30	61.04	62.78	64.53	66.27	68.01
	O	52.32	54.06	55.81	57.55	59.30	61.04	62.78	64.53	66.27	68.01
15	B	61.54	63.59	65.65	67.70	69.75	71.80	73.85	75.90	77.96	80.01
	O	61.54	63.59	65.65	67.70	69.75	71.80	73.85	75.90	77.96	80.01

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/>

SALARY TABLE 2020-CHI
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.59%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI
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	\$ 12.04	\$ 12.45	\$ 12.85	\$ 13.24	\$ 13.64	\$ 13.88	\$ 14.27	\$ 14.67	\$ 14.69	\$ 15.06
	O	18.06	18.68	19.28	19.86	20.46	20.82	21.41	22.01	22.04	22.59
2	B	13.54	13.86	14.31	14.69	14.85	15.29	15.73	16.16	16.60	17.04
	O	20.31	20.79	21.47	22.04	22.28	22.94	23.60	24.24	24.90	25.56
3	B	14.77	15.26	15.76	16.25	16.74	17.23	17.73	18.22	18.71	19.20
	O	22.16	22.89	23.64	24.38	25.11	25.85	26.60	27.33	28.07	28.80
4	B	16.58	17.14	17.69	18.24	18.79	19.35	19.90	20.45	21.01	21.56
	O	24.87	25.71	26.54	27.36	28.19	29.03	29.85	30.68	31.52	32.34
5	B	18.55	19.17	19.79	20.41	21.03	21.65	22.27	22.88	23.50	24.12
	O	27.83	28.76	29.69	30.62	31.55	32.48	33.41	34.32	35.25	36.18
6	B	20.68	21.37	22.06	22.75	23.44	24.13	24.82	25.51	26.20	26.89
	O	31.02	32.06	33.09	34.13	35.16	36.20	37.23	38.27	39.30	40.34
7	B	22.98	23.75	24.51	25.28	26.05	26.81	27.58	28.34	29.11	29.88
	O	34.47	35.63	36.77	37.92	39.08	40.22	41.37	42.51	43.67	44.82
8	B	25.45	26.30	27.15	28.00	28.85	29.70	30.54	31.39	32.24	33.09
	O	38.18	39.45	40.73	42.00	43.28	44.55	45.81	46.44	46.44	46.44
9	B	28.11	29.05	29.99	30.92	31.86	32.80	33.74	34.67	35.61	36.55
	O	42.17	43.58	44.99	46.38	46.44	46.44	46.44	46.44	46.44	46.44
10	B	30.96	31.99	33.02	34.06	35.09	36.12	37.15	38.18	39.22	40.25
	O	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44
11	B	34.01	35.15	36.28	37.41	38.55	39.68	40.82	41.95	43.08	44.22
	O	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44
12	B	40.77	42.13	43.49	44.85	46.21	47.56	48.92	50.28	51.64	53.00
	O	46.44	46.44	46.44	46.44	46.44	47.56	48.92	50.28	51.64	53.00
13	B	48.48	50.10	51.71	53.33	54.94	56.56	58.18	59.79	61.41	63.02
	O	48.48	50.10	51.71	53.33	54.94	56.56	58.18	59.79	61.41	63.02
14	B	57.29	59.20	61.11	63.02	64.93	66.83	68.74	70.65	72.56	74.47
	O	57.29	59.20	61.11	63.02	64.93	66.83	68.74	70.65	72.56	74.47
15	B	67.39	69.63	71.88	74.13	76.37	78.62	80.86	81.84	81.84	81.84
	O	67.39	69.63	71.88	74.13	76.37	78.62	80.86	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)).

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/>

SALARY TABLE 2020-CIN
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.55%
FOR THE LOCALITY PAY AREA OF CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN
TOTAL INCREASE: 2.89%
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	\$ 11.29	\$ 11.67	\$ 12.04	\$ 12.42	\$ 12.79	\$ 13.01	\$ 13.38	\$ 13.76	\$ 13.77	\$ 14.12
	O	16.94	17.51	18.06	18.63	19.19	19.52	20.07	20.64	20.66	21.18
2	B	12.69	12.99	13.42	13.77	13.93	14.33	14.74	15.15	15.56	15.97
	O	19.04	19.49	20.13	20.66	20.90	21.50	22.11	22.73	23.34	23.96
3	B	13.85	14.31	14.77	15.23	15.70	16.16	16.62	17.08	17.54	18.00
	O	20.78	21.47	22.16	22.85	23.55	24.24	24.93	25.62	26.31	27.00
4	B	15.55	16.06	16.58	17.10	17.62	18.14	18.66	19.17	19.69	20.21
	O	23.33	24.09	24.87	25.65	26.43	27.21	27.99	28.76	29.54	30.32
5	B	17.39	17.97	18.55	19.13	19.71	20.29	20.87	21.45	22.03	22.61
	O	26.09	26.96	27.83	28.70	29.57	30.44	31.31	32.18	33.05	33.92
6	B	19.39	20.04	20.68	21.33	21.97	22.62	23.27	23.91	24.56	25.21
	O	29.09	30.06	31.02	32.00	32.96	33.93	34.91	35.87	36.84	37.82
7	B	21.55	22.26	22.98	23.70	24.42	25.14	25.85	26.57	27.29	28.01
	O	32.33	33.39	34.47	35.55	36.63	37.71	38.78	39.86	40.94	42.02
8	B	23.86	24.66	25.45	26.25	27.04	27.84	28.63	29.43	30.22	31.02
	O	35.79	36.99	38.18	39.38	40.56	41.76	42.95	43.53	43.53	43.53
9	B	26.36	27.23	28.11	28.99	29.87	30.75	31.63	32.51	33.38	34.26
	O	39.54	40.85	42.17	43.49	43.53	43.53	43.53	43.53	43.53	43.53
10	B	29.02	29.99	30.96	31.93	32.89	33.86	34.83	35.80	36.76	37.73
	O	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53
11	B	31.89	32.95	34.01	35.08	36.14	37.20	38.26	39.33	40.39	41.45
	O	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53	43.53
12	B	38.22	39.49	40.77	42.04	43.32	44.59	45.86	47.14	48.41	49.69
	O	43.53	43.53	43.53	43.53	43.53	44.59	45.86	47.14	48.41	49.69
13	B	45.45	46.96	48.48	49.99	51.51	53.02	54.54	56.05	57.57	59.08
	O	45.45	46.96	48.48	49.99	51.51	53.02	54.54	56.05	57.57	59.08
14	B	53.71	55.50	57.29	59.08	60.87	62.66	64.45	66.24	68.03	69.82
	O	53.71	55.50	57.29	59.08	60.87	62.66	64.45	66.24	68.03	69.82
15	B	63.17	65.28	67.38	69.49	71.60	73.70	75.81	77.91	80.02	81.84
	O	63.17	65.28	67.38	69.49	71.60	73.70	75.81	77.91	80.02	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/>

SALARY TABLE 2020-CLE
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.82%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH
TOTAL INCREASE: 2.92%
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	\$ 11.31	\$ 11.69	\$ 12.07	\$ 12.44	\$ 12.82	\$ 13.04	\$ 13.41	\$ 13.79	\$ 13.80	\$ 14.15
	O	16.97	17.54	18.11	18.66	19.23	19.56	20.12	20.69	20.70	21.23
2	B	12.72	13.02	13.45	13.80	13.96	14.37	14.78	15.19	15.60	16.01
	O	19.08	19.53	20.18	20.70	20.94	21.56	22.17	22.79	23.40	24.02
3	B	13.88	14.34	14.81	15.27	15.73	16.19	16.66	17.12	17.58	18.04
	O	20.82	21.51	22.22	22.91	23.60	24.29	24.99	25.68	26.37	27.06
4	B	15.58	16.10	16.62	17.14	17.66	18.18	18.70	19.22	19.74	20.26
	O	23.37	24.15	24.93	25.71	26.49	27.27	28.05	28.83	29.61	30.39
5	B	17.43	18.01	18.60	19.18	19.76	20.34	20.92	21.50	22.08	22.66
	O	26.15	27.02	27.90	28.77	29.64	30.51	31.38	32.25	33.12	33.99
6	B	19.43	20.08	20.73	21.38	22.02	22.67	23.32	23.97	24.61	25.26
	O	29.15	30.12	31.10	32.07	33.03	34.01	34.98	35.96	36.92	37.89
7	B	21.59	22.31	23.03	23.75	24.47	25.19	25.91	26.63	27.35	28.07
	O	32.39	33.47	34.55	35.63	36.71	37.79	38.87	39.95	41.03	42.11
8	B	23.92	24.71	25.51	26.31	27.10	27.90	28.70	29.50	30.29	31.09
	O	35.88	37.07	38.27	39.47	40.65	41.85	43.05	43.64	43.64	43.64
9	B	26.41	27.29	28.18	29.06	29.94	30.82	31.70	32.58	33.46	34.34
	O	39.62	40.94	42.27	43.59	43.64	43.64	43.64	43.64	43.64	43.64
10	B	29.09	30.06	31.03	32.00	32.97	33.94	34.91	35.88	36.85	37.82
	O	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64
11	B	31.96	33.02	34.09	35.15	36.22	37.28	38.35	39.41	40.48	41.55
	O	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64	43.64
12	B	38.31	39.58	40.86	42.14	43.41	44.69	45.97	47.24	48.52	49.80
	O	43.64	43.64	43.64	43.64	43.64	44.69	45.97	47.24	48.52	49.80
13	B	45.55	47.07	48.59	50.11	51.62	53.14	54.66	56.18	57.70	59.22
	O	45.55	47.07	48.59	50.11	51.62	53.14	54.66	56.18	57.70	59.22
14	B	53.83	55.62	57.41	59.21	61.00	62.80	64.59	66.38	68.18	69.97
	O	53.83	55.62	57.41	59.21	61.00	62.80	64.59	66.38	68.18	69.97
15	B	63.31	65.42	67.54	69.65	71.76	73.87	75.98	78.09	80.20	81.84
	O	63.31	65.42	67.54	69.65	71.76	73.87	75.98	78.09	80.20	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/>

SALARY TABLE 2020-CS
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.78%
FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO
TOTAL INCREASE: 3.12%
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	\$ 11.03	\$ 11.40	\$ 11.77	\$ 12.13	\$ 12.50	\$ 12.71	\$ 13.07	\$ 13.44	\$ 13.45	\$ 13.80
	O	16.55	17.10	17.66	18.20	18.75	19.07	19.61	20.16	20.18	20.70
2	B	12.40	12.70	13.11	13.45	13.61	14.01	14.41	14.81	15.21	15.61
	O	18.60	19.05	19.67	20.18	20.42	21.02	21.62	22.22	22.82	23.42
3	B	13.53	13.98	14.43	14.88	15.33	15.79	16.24	16.69	17.14	17.59
	O	20.30	20.97	21.65	22.32	23.00	23.69	24.36	25.04	25.71	26.39
4	B	15.19	15.70	16.20	16.71	17.21	17.72	18.23	18.73	19.24	19.75
	O	22.79	23.55	24.30	25.07	25.82	26.58	27.35	28.10	28.86	29.63
5	B	16.99	17.56	18.13	18.69	19.26	19.83	20.39	20.96	21.53	22.09
	O	25.49	26.34	27.20	28.04	28.89	29.75	30.59	31.44	32.30	33.14
6	B	18.94	19.57	20.21	20.84	21.47	22.10	22.73	23.36	24.00	24.63
	O	28.41	29.36	30.32	31.26	32.21	33.15	34.10	35.04	36.00	36.95
7	B	21.05	21.75	22.45	23.16	23.86	24.56	25.26	25.96	26.66	27.36
	O	31.58	32.63	33.68	34.74	35.79	36.84	37.89	38.94	39.99	41.04
8	B	23.31	24.09	24.87	25.64	26.42	27.20	27.98	28.75	29.53	30.31
	O	34.97	36.14	37.31	38.46	39.63	40.80	41.97	42.54	42.54	42.54
9	B	25.75	26.61	27.47	28.32	29.18	30.04	30.90	31.76	32.62	33.47
	O	38.63	39.92	41.21	42.48	42.54	42.54	42.54	42.54	42.54	42.54
10	B	28.36	29.30	30.25	31.19	32.14	33.08	34.03	34.97	35.92	36.86
	O	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54
11	B	31.15	32.19	33.23	34.27	35.31	36.35	37.38	38.42	39.46	40.50
	O	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54
12	B	37.34	38.59	39.83	41.08	42.32	43.57	44.81	46.06	47.30	48.55
	O	42.54	42.54	42.54	42.54	42.54	43.57	44.81	46.06	47.30	48.55
13	B	44.40	45.88	47.36	48.84	50.32	51.80	53.29	54.77	56.25	57.73
	O	44.40	45.88	47.36	48.84	50.32	51.80	53.29	54.77	56.25	57.73
14	B	52.47	54.22	55.97	57.72	59.47	61.22	62.97	64.71	66.46	68.21
	O	52.47	54.22	55.97	57.72	59.47	61.22	62.97	64.71	66.46	68.21
15	B	61.72	63.78	65.84	67.89	69.95	72.01	74.07	76.12	78.18	80.24
	O	61.72	63.78	65.84	67.89	69.95	72.01	74.07	76.12	78.18	80.24

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/>

SALARY TABLE 2020-COL
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.02%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH
TOTAL INCREASE: 3.07%
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	\$ 11.24	\$ 11.62	\$ 11.99	\$ 12.36	\$ 12.73	\$ 12.95	\$ 13.32	\$ 13.70	\$ 13.71	\$ 14.06
	O	16.86	17.43	17.99	18.54	19.10	19.43	19.98	20.55	20.57	21.09
2	B	12.64	12.94	13.36	13.71	13.86	14.27	14.68	15.09	15.49	15.90
	O	18.96	19.41	20.04	20.57	20.79	21.41	22.02	22.64	23.24	23.85
3	B	13.79	14.25	14.71	15.17	15.63	16.09	16.55	17.00	17.46	17.92
	O	20.69	21.38	22.07	22.76	23.45	24.14	24.83	25.50	26.19	26.88
4	B	15.48	15.99	16.51	17.03	17.54	18.06	18.57	19.09	19.61	20.12
	O	23.22	23.99	24.77	25.55	26.31	27.09	27.86	28.64	29.42	30.18
5	B	17.32	17.90	18.47	19.05	19.63	20.20	20.78	21.36	21.94	22.51
	O	25.98	26.85	27.71	28.58	29.45	30.30	31.17	32.04	32.91	33.77
6	B	19.30	19.95	20.59	21.23	21.88	22.52	23.16	23.81	24.45	25.10
	O	28.95	29.93	30.89	31.85	32.82	33.78	34.74	35.72	36.68	37.65
7	B	21.45	22.17	22.88	23.60	24.31	25.03	25.74	26.46	27.17	27.88
	O	32.18	33.26	34.32	35.40	36.47	37.55	38.61	39.69	40.76	41.82
8	B	23.76	24.55	25.34	26.13	26.92	27.72	28.51	29.30	30.09	30.88
	O	35.64	36.83	38.01	39.20	40.38	41.58	42.77	43.35	43.35	43.35
9	B	26.24	27.11	27.99	28.86	29.74	30.61	31.49	32.36	33.24	34.11
	O	39.36	40.67	41.99	43.29	43.35	43.35	43.35	43.35	43.35	43.35
10	B	28.90	29.86	30.82	31.79	32.75	33.71	34.68	35.64	36.60	37.56
	O	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35
11	B	31.75	32.80	33.86	34.92	35.98	37.04	38.10	39.15	40.21	41.27
	O	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35	43.35
12	B	38.05	39.32	40.59	41.86	43.13	44.39	45.66	46.93	48.20	49.47
	O	43.35	43.35	43.35	43.35	43.35	44.39	45.66	46.93	48.20	49.47
13	B	45.25	46.76	48.26	49.77	51.28	52.79	54.30	55.81	57.32	58.82
	O	45.25	46.76	48.26	49.77	51.28	52.79	54.30	55.81	57.32	58.82
14	B	53.47	55.25	57.03	58.82	60.60	62.38	64.16	65.94	67.73	69.51
	O	53.47	55.25	57.03	58.82	60.60	62.38	64.16	65.94	67.73	69.51
15	B	62.89	64.99	67.09	69.18	71.28	73.38	75.48	77.57	79.67	81.77
	O	62.89	64.99	67.09	69.18	71.28	73.38	75.48	77.57	79.67	81.77

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/>

SALARY TABLE 2020-CC
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.56%
FOR THE LOCALITY PAY AREA OF CORPUS CHRISTI-KINGSVILLE-ALICE, TX
TOTAL INCREASE: 3.09%
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	\$ 10.91	\$ 11.28	\$ 11.64	\$ 12.00	\$ 12.37	\$ 12.58	\$ 12.94	\$ 13.30	\$ 13.31	\$ 13.65
	O	16.37	16.92	17.46	18.00	18.56	18.87	19.41	19.95	19.97	20.48
2	B	12.27	12.56	12.97	13.31	13.46	13.86	14.26	14.65	15.05	15.44
	O	18.41	18.84	19.46	19.97	20.19	20.79	21.39	21.98	22.58	23.16
3	B	13.39	13.84	14.28	14.73	15.18	15.62	16.07	16.51	16.96	17.41
	O	20.09	20.76	21.42	22.10	22.77	23.43	24.11	24.77	25.44	26.12
4	B	15.03	15.53	16.03	16.54	17.04	17.54	18.04	18.54	19.04	19.54
	O	22.55	23.30	24.05	24.81	25.56	26.31	27.06	27.81	28.56	29.31
5	B	16.82	17.38	17.94	18.50	19.06	19.62	20.18	20.74	21.30	21.86
	O	25.23	26.07	26.91	27.75	28.59	29.43	30.27	31.11	31.95	32.79
6	B	18.75	19.37	20.00	20.62	21.25	21.87	22.50	23.12	23.75	24.37
	O	28.13	29.06	30.00	30.93	31.88	32.81	33.75	34.68	35.63	36.56
7	B	20.83	21.53	22.22	22.92	23.61	24.30	25.00	25.69	26.39	27.08
	O	31.25	32.30	33.33	34.38	35.42	36.45	37.50	38.54	39.59	40.62
8	B	23.07	23.84	24.61	25.38	26.15	26.92	27.69	28.46	29.22	29.99
	O	34.61	35.76	36.92	38.07	39.23	40.38	41.54	42.09	42.09	42.09
9	B	25.48	26.33	27.18	28.03	28.88	29.73	30.58	31.43	32.28	33.13
	O	38.22	39.50	40.77	42.05	42.09	42.09	42.09	42.09	42.09	42.09
10	B	28.06	29.00	29.93	30.87	31.80	32.74	33.68	34.61	35.55	36.48
	O	42.09	42.09	42.09	42.09	42.09	42.09	42.09	42.09	42.09	42.09
11	B	30.83	31.86	32.89	33.91	34.94	35.97	37.00	38.03	39.05	40.08
	O	42.09	42.09	42.09	42.09	42.09	42.09	42.09	42.09	42.09	42.09
12	B	36.95	38.19	39.42	40.65	41.88	43.11	44.35	45.58	46.81	48.04
	O	42.09	42.09	42.09	42.09	42.09	43.11	44.35	45.58	46.81	48.04
13	B	43.94	45.41	46.87	48.34	49.80	51.27	52.73	54.20	55.66	57.13
	O	43.94	45.41	46.87	48.34	49.80	51.27	52.73	54.20	55.66	57.13
14	B	51.93	53.66	55.39	57.12	58.85	60.58	62.31	64.04	65.77	67.51
	O	51.93	53.66	55.39	57.12	58.85	60.58	62.31	64.04	65.77	67.51
15	B	61.08	63.12	65.15	67.19	69.23	71.26	73.30	75.34	77.37	79.41
	O	61.08	63.12	65.15	67.19	69.23	71.26	73.30	75.34	77.37	79.41

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/>

SALARY TABLE 2020-DFW
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.98%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK
TOTAL INCREASE: 3.24%
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	\$ 11.70	\$ 12.10	\$ 12.48	\$ 12.87	\$ 13.26	\$ 13.49	\$ 13.87	\$ 14.26	\$ 14.28	\$ 14.64
	O	17.55	18.15	18.72	19.31	19.89	20.24	20.81	21.39	21.42	21.96
2	B	13.16	13.47	13.91	14.28	14.44	14.86	15.29	15.71	16.14	16.56
	O	19.74	20.21	20.87	21.42	21.66	22.29	22.94	23.57	24.21	24.84
3	B	14.36	14.84	15.31	15.79	16.27	16.75	17.23	17.71	18.19	18.66
	O	21.54	22.26	22.97	23.69	24.41	25.13	25.85	26.57	27.29	27.99
4	B	16.12	16.66	17.19	17.73	18.27	18.80	19.34	19.88	20.42	20.95
	O	24.18	24.99	25.79	26.60	27.41	28.20	29.01	29.82	30.63	31.43
5	B	18.03	18.63	19.24	19.84	20.44	21.04	21.64	22.24	22.84	23.44
	O	27.05	27.95	28.86	29.76	30.66	31.56	32.46	33.36	34.26	35.16
6	B	20.10	20.77	21.44	22.11	22.78	23.45	24.12	24.79	25.46	26.13
	O	30.15	31.16	32.16	33.17	34.17	35.18	36.18	37.19	38.19	39.20
7	B	22.34	23.08	23.83	24.57	25.32	26.06	26.80	27.55	28.29	29.04
	O	33.51	34.62	35.75	36.86	37.98	39.09	40.20	41.33	42.44	43.56
8	B	24.74	25.56	26.39	27.21	28.04	28.86	29.69	30.51	31.34	32.16
	O	37.11	38.34	39.59	40.82	42.06	43.29	44.54	45.14	45.14	45.14
9	B	27.32	28.23	29.15	30.06	30.97	31.88	32.79	33.70	34.61	35.52
	O	40.98	42.35	43.73	45.09	45.14	45.14	45.14	45.14	45.14	45.14
10	B	30.09	31.09	32.10	33.10	34.10	35.11	36.11	37.11	38.11	39.12
	O	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14
11	B	33.06	34.16	35.26	36.36	37.47	38.57	39.67	40.77	41.87	42.98
	O	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14
12	B	39.62	40.95	42.27	43.59	44.91	46.23	47.55	48.87	50.19	51.51
	O	45.14	45.14	45.14	45.14	45.14	46.23	47.55	48.87	50.19	51.51
13	B	47.12	48.69	50.26	51.83	53.40	54.97	56.54	58.11	59.68	61.26
	O	47.12	48.69	50.26	51.83	53.40	54.97	56.54	58.11	59.68	61.26
14	B	55.68	57.54	59.39	61.25	63.10	64.96	66.81	68.67	70.53	72.38
	O	55.68	57.54	59.39	61.25	63.10	64.96	66.81	68.67	70.53	72.38
15	B	65.49	67.68	69.86	72.04	74.23	76.41	78.59	80.78	81.84	81.84
	O	65.49	67.68	69.86	72.04	74.23	76.41	78.59	80.78	81.84	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/>

SALARY TABLE 2020-DV
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.04%
FOR THE LOCALITY PAY AREA OF DAVENPORT-MOLINE, IA-IL
TOTAL INCREASE: 3.08%
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	\$ 10.96	\$ 11.33	\$ 11.69	\$ 12.05	\$ 12.42	\$ 12.63	\$ 12.99	\$ 13.36	\$ 13.37	\$ 13.71
	O	16.44	17.00	17.54	18.08	18.63	18.95	19.49	20.04	20.06	20.57
2	B	12.32	12.62	13.02	13.37	13.52	13.92	14.32	14.71	15.11	15.51
	O	18.48	18.93	19.53	20.06	20.28	20.88	21.48	22.07	22.67	23.27
3	B	13.45	13.89	14.34	14.79	15.24	15.69	16.13	16.58	17.03	17.48
	O	20.18	20.84	21.51	22.19	22.86	23.54	24.20	24.87	25.55	26.22
4	B	15.09	15.60	16.10	16.60	17.11	17.61	18.11	18.62	19.12	19.62
	O	22.64	23.40	24.15	24.90	25.67	26.42	27.17	27.93	28.68	29.43
5	B	16.89	17.45	18.01	18.58	19.14	19.70	20.27	20.83	21.39	21.95
	O	25.34	26.18	27.02	27.87	28.71	29.55	30.41	31.25	32.09	32.93
6	B	18.82	19.45	20.08	20.71	21.33	21.96	22.59	23.22	23.84	24.47
	O	28.23	29.18	30.12	31.07	32.00	32.94	33.89	34.83	35.76	36.71
7	B	20.92	21.62	22.31	23.01	23.71	24.40	25.10	25.80	26.50	27.19
	O	31.38	32.43	33.47	34.52	35.57	36.60	37.65	38.70	39.75	40.79
8	B	23.17	23.94	24.71	25.48	26.26	27.03	27.80	28.57	29.34	30.12
	O	34.76	35.91	37.07	38.22	39.39	40.55	41.70	42.27	42.27	42.27
9	B	25.59	26.44	27.29	28.15	29.00	29.85	30.71	31.56	32.41	33.26
	O	38.39	39.66	40.94	42.23	42.27	42.27	42.27	42.27	42.27	42.27
10	B	28.18	29.12	30.06	31.00	31.94	32.87	33.81	34.75	35.69	36.63
	O	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27
11	B	30.96	31.99	33.02	34.05	35.09	36.12	37.15	38.18	39.21	40.25
	O	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27	42.27
12	B	37.11	38.34	39.58	40.82	42.06	43.29	44.53	45.77	47.00	48.24
	O	42.27	42.27	42.27	42.27	42.27	43.29	44.53	45.77	47.00	48.24
13	B	44.12	45.60	47.07	48.54	50.01	51.48	52.95	54.42	55.89	57.36
	O	44.12	45.60	47.07	48.54	50.01	51.48	52.95	54.42	55.89	57.36
14	B	52.14	53.88	55.62	57.36	59.09	60.83	62.57	64.31	66.05	67.78
	O	52.14	53.88	55.62	57.36	59.09	60.83	62.57	64.31	66.05	67.78
15	B	61.33	63.38	65.42	67.47	69.51	71.56	73.60	75.65	77.69	79.74
	O	61.33	63.38	65.42	67.47	69.51	71.56	73.60	75.65	77.69	79.74

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/>

SALARY TABLE 2020-DAY
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.18%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH
TOTAL INCREASE: 3.09%
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	\$ 11.16	\$ 11.53	\$ 11.91	\$ 12.27	\$ 12.65	\$ 12.86	\$ 13.23	\$ 13.60	\$ 13.61	\$ 13.96
	O	16.74	17.30	17.87	18.41	18.98	19.29	19.85	20.40	20.42	20.94
2	B	12.55	12.85	13.26	13.61	13.77	14.17	14.58	14.98	15.39	15.79
	O	18.83	19.28	19.89	20.42	20.66	21.26	21.87	22.47	23.09	23.69
3	B	13.69	14.15	14.60	15.06	15.52	15.97	16.43	16.89	17.34	17.80
	O	20.54	21.23	21.90	22.59	23.28	23.96	24.65	25.34	26.01	26.70
4	B	15.37	15.88	16.39	16.91	17.42	17.93	18.44	18.96	19.47	19.98
	O	23.06	23.82	24.59	25.37	26.13	26.90	27.66	28.44	29.21	29.97
5	B	17.20	17.77	18.34	18.92	19.49	20.06	20.64	21.21	21.78	22.36
	O	25.80	26.66	27.51	28.38	29.24	30.09	30.96	31.82	32.67	33.54
6	B	19.17	19.81	20.45	21.09	21.72	22.36	23.00	23.64	24.28	24.92
	O	28.76	29.72	30.68	31.64	32.58	33.54	34.50	35.46	36.42	37.38
7	B	21.30	22.01	22.72	23.43	24.14	24.85	25.56	26.27	26.98	27.69
	O	31.95	33.02	34.08	35.15	36.21	37.28	38.34	39.41	40.47	41.54
8	B	23.59	24.38	25.16	25.95	26.74	27.52	28.31	29.09	29.88	30.67
	O	35.39	36.57	37.74	38.93	40.11	41.28	42.47	43.04	43.04	43.04
9	B	26.06	26.92	27.79	28.66	29.53	30.40	31.27	32.14	33.00	33.87
	O	39.09	40.38	41.69	42.99	43.04	43.04	43.04	43.04	43.04	43.04
10	B	28.69	29.65	30.61	31.56	32.52	33.48	34.43	35.39	36.35	37.30
	O	43.04	43.04	43.04	43.04	43.04	43.04	43.04	43.04	43.04	43.04
11	B	31.52	32.58	33.63	34.68	35.73	36.78	37.83	38.88	39.93	40.98
	O	43.04	43.04	43.04	43.04	43.04	43.04	43.04	43.04	43.04	43.04
12	B	37.79	39.05	40.30	41.56	42.82	44.08	45.34	46.60	47.86	49.12
	O	43.04	43.04	43.04	43.04	43.04	44.08	45.34	46.60	47.86	49.12
13	B	44.93	46.43	47.93	49.43	50.92	52.42	53.92	55.42	56.91	58.41
	O	44.93	46.43	47.93	49.43	50.92	52.42	53.92	55.42	56.91	58.41
14	B	53.10	54.86	56.63	58.40	60.17	61.94	63.71	65.48	67.25	69.02
	O	53.10	54.86	56.63	58.40	60.17	61.94	63.71	65.48	67.25	69.02
15	B	62.45	64.54	66.62	68.70	70.78	72.86	74.95	77.03	79.11	81.19
	O	62.45	64.54	66.62	68.70	70.78	72.86	74.95	77.03	79.11	81.19

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/>

SALARY TABLE 2020-DEN
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.13%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO
TOTAL INCREASE: 3.27%
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	\$ 11.90	\$ 12.30	\$ 12.70	\$ 13.09	\$ 13.49	\$ 13.72	\$ 14.11	\$ 14.51	\$ 14.52	\$ 14.89
	O	17.85	18.45	19.05	19.64	20.24	20.58	21.17	21.77	21.78	22.34
2	B	13.39	13.70	14.15	14.52	14.69	15.12	15.55	15.98	16.41	16.84
	O	20.09	20.55	21.23	21.78	22.04	22.68	23.33	23.97	24.62	25.26
3	B	14.61	15.09	15.58	16.07	16.55	17.04	17.53	18.01	18.50	18.99
	O	21.92	22.64	23.37	24.11	24.83	25.56	26.30	27.02	27.75	28.49
4	B	16.40	16.94	17.49	18.03	18.58	19.13	19.67	20.22	20.77	21.31
	O	24.60	25.41	26.24	27.05	27.87	28.70	29.51	30.33	31.16	31.97
5	B	18.34	18.95	19.57	20.18	20.79	21.40	22.01	22.62	23.24	23.85
	O	27.51	28.43	29.36	30.27	31.19	32.10	33.02	33.93	34.86	35.78
6	B	20.45	21.13	21.81	22.49	23.17	23.86	24.54	25.22	25.90	26.58
	O	30.68	31.70	32.72	33.74	34.76	35.79	36.81	37.83	38.85	39.87
7	B	22.72	23.48	24.24	24.99	25.75	26.51	27.26	28.02	28.78	29.54
	O	34.08	35.22	36.36	37.49	38.63	39.77	40.89	42.03	43.17	44.31
8	B	25.16	26.00	26.84	27.68	28.52	29.36	30.20	31.04	31.87	32.71
	O	37.74	39.00	40.26	41.52	42.78	44.04	45.30	45.92	45.92	45.92
9	B	27.79	28.72	29.65	30.57	31.50	32.43	33.35	34.28	35.21	36.13
	O	41.69	43.08	44.48	45.86	45.92	45.92	45.92	45.92	45.92	45.92
10	B	30.61	31.63	32.65	33.67	34.69	35.71	36.73	37.75	38.77	39.79
	O	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92
11	B	33.63	34.75	35.87	36.99	38.11	39.23	40.35	41.47	42.59	43.72
	O	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92	45.92
12	B	40.31	41.65	42.99	44.34	45.68	47.02	48.37	49.71	51.06	52.40
	O	45.92	45.92	45.92	45.92	45.92	47.02	48.37	49.71	51.06	52.40
13	B	47.93	49.53	51.12	52.72	54.32	55.92	57.52	59.11	60.71	62.31
	O	47.93	49.53	51.12	52.72	54.32	55.92	57.52	59.11	60.71	62.31
14	B	56.64	58.52	60.41	62.30	64.19	66.08	67.96	69.85	71.74	73.63
	O	56.64	58.52	60.41	62.30	64.19	66.08	67.96	69.85	71.74	73.63
15	B	66.62	68.84	71.06	73.28	75.50	77.73	79.95	81.84	81.84	81.84
	O	66.62	68.84	71.06	73.28	75.50	77.73	79.95	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)).

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/>

SALARY TABLE 2020-DET
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.32%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI
TOTAL INCREASE: 3.01%
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	\$ 11.92	\$ 12.32	\$ 12.72	\$ 13.11	\$ 13.51	\$ 13.74	\$ 14.13	\$ 14.53	\$ 14.54	\$ 14.91
	O	17.88	18.48	19.08	19.67	20.27	20.61	21.20	21.80	21.81	22.37
2	B	13.41	13.72	14.17	14.54	14.71	15.14	15.57	16.00	16.44	16.87
	O	20.12	20.58	21.26	21.81	22.07	22.71	23.36	24.00	24.66	25.31
3	B	14.63	15.11	15.60	16.09	16.58	17.06	17.55	18.04	18.53	19.01
	O	21.95	22.67	23.40	24.14	24.87	25.59	26.33	27.06	27.80	28.52
4	B	16.42	16.97	17.51	18.06	18.61	19.16	19.70	20.25	20.80	21.34
	O	24.63	25.46	26.27	27.09	27.92	28.74	29.55	30.38	31.20	32.01
5	B	18.37	18.98	19.60	20.21	20.82	21.43	22.05	22.66	23.27	23.88
	O	27.56	28.47	29.40	30.32	31.23	32.15	33.08	33.99	34.91	35.82
6	B	20.48	21.16	21.84	22.53	23.21	23.89	24.57	25.26	25.94	26.62
	O	30.72	31.74	32.76	33.80	34.82	35.84	36.86	37.89	38.91	39.93
7	B	22.76	23.51	24.27	25.03	25.79	26.55	27.31	28.06	28.82	29.58
	O	34.14	35.27	36.41	37.55	38.69	39.83	40.97	42.09	43.23	44.37
8	B	25.20	26.04	26.88	27.72	28.56	29.40	30.24	31.08	31.92	32.76
	O	37.80	39.06	40.32	41.58	42.84	44.10	45.36	45.98	45.98	45.98
9	B	27.84	28.76	29.69	30.62	31.55	32.47	33.40	34.33	35.26	36.19
	O	41.76	43.14	44.54	45.93	45.98	45.98	45.98	45.98	45.98	45.98
10	B	30.65	31.68	32.70	33.72	34.74	35.76	36.78	37.81	38.83	39.85
	O	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98
11	B	33.68	34.80	35.92	37.05	38.17	39.29	40.41	41.54	42.66	43.78
	O	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98
12	B	40.37	41.71	43.06	44.40	45.75	47.09	48.44	49.79	51.13	52.48
	O	45.98	45.98	45.98	45.98	45.98	47.09	48.44	49.79	51.13	52.48
13	B	48.00	49.60	51.20	52.80	54.40	56.00	57.60	59.20	60.80	62.40
	O	48.00	49.60	51.20	52.80	54.40	56.00	57.60	59.20	60.80	62.40
14	B	56.72	58.61	60.50	62.39	64.28	66.17	68.07	69.96	71.85	73.74
	O	56.72	58.61	60.50	62.39	64.28	66.17	68.07	69.96	71.85	73.74
15	B	66.72	68.94	71.17	73.39	75.62	77.84	80.07	81.84	81.84	81.84
	O	66.72	68.94	71.17	73.39	75.62	77.84	80.07	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)).

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/>

SALARY TABLE 2020-HB
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.20%
FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA
TOTAL INCREASE: 3.08%
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	\$ 10.97	\$ 11.34	\$ 11.71	\$ 12.07	\$ 12.44	\$ 12.65	\$ 13.01	\$ 13.37	\$ 13.39	\$ 13.73
	O	16.46	17.01	17.57	18.11	18.66	18.98	19.52	20.06	20.09	20.60
2	B	12.34	12.63	13.04	13.39	13.54	13.94	14.33	14.73	15.13	15.53
	O	18.51	18.95	19.56	20.09	20.31	20.91	21.50	22.10	22.70	23.30
3	B	13.46	13.91	14.36	14.81	15.26	15.71	16.16	16.61	17.05	17.50
	O	20.19	20.87	21.54	22.22	22.89	23.57	24.24	24.92	25.58	26.25
4	B	15.11	15.62	16.12	16.63	17.13	17.63	18.14	18.64	19.14	19.65
	O	22.67	23.43	24.18	24.95	25.70	26.45	27.21	27.96	28.71	29.48
5	B	16.91	17.47	18.04	18.60	19.17	19.73	20.29	20.86	21.42	21.99
	O	25.37	26.21	27.06	27.90	28.76	29.60	30.44	31.29	32.13	32.99
6	B	18.85	19.48	20.11	20.74	21.36	21.99	22.62	23.25	23.88	24.51
	O	28.28	29.22	30.17	31.11	32.04	32.99	33.93	34.88	35.82	36.77
7	B	20.95	21.65	22.34	23.04	23.74	24.44	25.14	25.83	26.53	27.23
	O	31.43	32.48	33.51	34.56	35.61	36.66	37.71	38.75	39.80	40.85
8	B	23.20	23.97	24.75	25.52	26.29	27.07	27.84	28.61	29.38	30.16
	O	34.80	35.96	37.13	38.28	39.44	40.61	41.76	42.33	42.33	42.33
9	B	25.62	26.48	27.33	28.19	29.04	29.89	30.75	31.60	32.46	33.31
	O	38.43	39.72	41.00	42.29	42.33	42.33	42.33	42.33	42.33	42.33
10	B	28.22	29.16	30.10	31.04	31.98	32.92	33.86	34.80	35.74	36.68
	O	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33
11	B	31.00	32.03	33.07	34.10	35.13	36.17	37.20	38.23	39.27	40.30
	O	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33
12	B	37.16	38.40	39.64	40.87	42.11	43.35	44.59	45.83	47.07	48.31
	O	42.33	42.33	42.33	42.33	42.33	43.35	44.59	45.83	47.07	48.31
13	B	44.18	45.66	47.13	48.60	50.08	51.55	53.02	54.50	55.97	57.44
	O	44.18	45.66	47.13	48.60	50.08	51.55	53.02	54.50	55.97	57.44
14	B	52.21	53.95	55.69	57.43	59.17	60.91	62.66	64.40	66.14	67.88
	O	52.21	53.95	55.69	57.43	59.17	60.91	62.66	64.40	66.14	67.88
15	B	61.42	63.46	65.51	67.56	69.61	71.65	73.70	75.75	77.80	79.84
	O	61.42	63.46	65.51	67.56	69.61	71.65	73.70	75.75	77.80	79.84

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/>

SALARY TABLE 2020-HAR
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.49%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA
TOTAL INCREASE: 3.09%
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	\$ 12.13	\$ 12.53	\$ 12.94	\$ 13.34	\$ 13.74	\$ 13.98	\$ 14.37	\$ 14.78	\$ 14.79	\$ 15.17
	O	18.20	18.80	19.41	20.01	20.61	20.97	21.56	22.17	22.19	22.76
2	B	13.63	13.96	14.41	14.79	14.96	15.40	15.84	16.28	16.72	17.16
	O	20.45	20.94	21.62	22.19	22.44	23.10	23.76	24.42	25.08	25.74
3	B	14.88	15.37	15.87	16.36	16.86	17.36	17.85	18.35	18.84	19.34
	O	22.32	23.06	23.81	24.54	25.29	26.04	26.78	27.53	28.26	29.01
4	B	16.70	17.26	17.81	18.37	18.93	19.48	20.04	20.60	21.15	21.71
	O	25.05	25.89	26.72	27.56	28.40	29.22	30.06	30.90	31.73	32.57
5	B	18.68	19.31	19.93	20.55	21.18	21.80	22.42	23.04	23.67	24.29
	O	28.02	28.97	29.90	30.83	31.77	32.70	33.63	34.56	35.51	36.44
6	B	20.83	21.52	22.22	22.91	23.60	24.30	24.99	25.69	26.38	27.08
	O	31.25	32.28	33.33	34.37	35.40	36.45	37.49	38.54	39.57	40.62
7	B	23.14	23.92	24.69	25.46	26.23	27.00	27.77	28.54	29.31	30.08
	O	34.71	35.88	37.04	38.19	39.35	40.50	41.66	42.81	43.97	45.12
8	B	25.63	26.49	27.34	28.19	29.05	29.90	30.76	31.61	32.47	33.32
	O	38.45	39.74	41.01	42.29	43.58	44.85	46.14	46.77	46.77	46.77
9	B	28.31	29.25	30.20	31.14	32.08	33.03	33.97	34.92	35.86	36.80
	O	42.47	43.88	45.30	46.71	46.77	46.77	46.77	46.77	46.77	46.77
10	B	31.18	32.22	33.25	34.29	35.33	36.37	37.41	38.45	39.49	40.53
	O	46.77	46.77	46.77	46.77	46.77	46.77	46.77	46.77	46.77	46.77
11	B	34.25	35.39	36.54	37.68	38.82	39.96	41.10	42.24	43.39	44.53
	O	46.77	46.77	46.77	46.77	46.77	46.77	46.77	46.77	46.77	46.77
12	B	41.05	42.42	43.79	45.16	46.53	47.90	49.27	50.63	52.00	53.37
	O	46.77	46.77	46.77	46.77	46.77	47.90	49.27	50.63	52.00	53.37
13	B	48.82	50.45	52.07	53.70	55.33	56.96	58.58	60.21	61.84	63.47
	O	48.82	50.45	52.07	53.70	55.33	56.96	58.58	60.21	61.84	63.47
14	B	57.69	59.61	61.53	63.46	65.38	67.30	69.23	71.15	73.07	74.99
	O	57.69	59.61	61.53	63.46	65.38	67.30	69.23	71.15	73.07	74.99
15	B	67.86	70.12	72.38	74.64	76.91	79.17	81.43	81.84	81.84	81.84
	O	67.86	70.12	72.38	74.64	76.91	79.17	81.43	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)).

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/>

SALARY TABLE 2020-HOU
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.32%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX
TOTAL INCREASE: 3.20%
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	\$ 12.48	\$ 12.90	\$ 13.32	\$ 13.73	\$ 14.15	\$ 14.39	\$ 14.80	\$ 15.21	\$ 15.23	\$ 15.62
	O	18.72	19.35	19.98	20.60	21.23	21.59	22.20	22.82	22.85	23.43
2	B	14.04	14.37	14.84	15.23	15.40	15.85	16.31	16.76	17.21	17.67
	O	21.06	21.56	22.26	22.85	23.10	23.78	24.47	25.14	25.82	26.51
3	B	15.32	15.83	16.34	16.85	17.36	17.87	18.38	18.89	19.40	19.91
	O	22.98	23.75	24.51	25.28	26.04	26.81	27.57	28.34	29.10	29.87
4	B	17.19	17.77	18.34	18.91	19.49	20.06	20.63	21.20	21.78	22.35
	O	25.79	26.66	27.51	28.37	29.24	30.09	30.95	31.80	32.67	33.53
5	B	19.24	19.88	20.52	21.16	21.80	22.44	23.08	23.73	24.37	25.01
	O	28.86	29.82	30.78	31.74	32.70	33.66	34.62	35.60	36.56	37.52
6	B	21.44	22.16	22.87	23.59	24.30	25.02	25.73	26.45	27.16	27.88
	O	32.16	33.24	34.31	35.39	36.45	37.53	38.60	39.68	40.74	41.82
7	B	23.83	24.62	25.42	26.21	27.00	27.80	28.59	29.39	30.18	30.97
	O	35.75	36.93	38.13	39.32	40.50	41.70	42.89	44.09	45.27	46.46
8	B	26.39	27.27	28.15	29.03	29.91	30.79	31.67	32.55	33.43	34.31
	O	39.59	40.91	42.23	43.55	44.87	46.19	47.51	48.15	48.15	48.15
9	B	29.15	30.12	31.09	32.06	33.03	34.01	34.98	35.95	36.92	37.89
	O	43.73	45.18	46.64	48.09	48.15	48.15	48.15	48.15	48.15	48.15
10	B	32.10	33.17	34.24	35.31	36.38	37.45	38.52	39.59	40.66	41.73
	O	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15
11	B	35.26	36.44	37.62	38.79	39.97	41.14	42.32	43.49	44.67	45.84
	O	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15
12	B	42.27	43.68	45.09	46.50	47.91	49.31	50.72	52.13	53.54	54.95
	O	48.15	48.15	48.15	48.15	48.15	49.31	50.72	52.13	53.54	54.95
13	B	50.26	51.94	53.61	55.29	56.96	58.64	60.32	61.99	63.67	65.34
	O	50.26	51.94	53.61	55.29	56.96	58.64	60.32	61.99	63.67	65.34
14	B	59.39	61.37	63.35	65.33	67.31	69.29	71.27	73.25	75.23	77.21
	O	59.39	61.37	63.35	65.33	67.31	69.29	71.27	73.25	75.23	77.21
15	B	69.86	72.19	74.52	76.85	79.18	81.51	81.84	81.84	81.84	81.84
	O	69.86	72.19	74.52	76.85	79.18	81.51	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)).

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/>

SALARY TABLE 2020-HNT
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.85%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL
TOTAL INCREASE: 3.18%
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	\$ 11.22	\$ 11.60	\$ 11.97	\$ 12.34	\$ 12.72	\$ 12.93	\$ 13.30	\$ 13.68	\$ 13.69	\$ 14.04
	O	16.83	17.40	17.96	18.51	19.08	19.40	19.95	20.52	20.54	21.06
2	B	12.62	12.92	13.34	13.69	13.84	14.25	14.66	15.07	15.47	15.88
	O	18.93	19.38	20.01	20.54	20.76	21.38	21.99	22.61	23.21	23.82
3	B	13.77	14.23	14.69	15.15	15.60	16.06	16.52	16.98	17.44	17.90
	O	20.66	21.35	22.04	22.73	23.40	24.09	24.78	25.47	26.16	26.85
4	B	15.46	15.97	16.49	17.00	17.52	18.03	18.55	19.06	19.58	20.09
	O	23.19	23.96	24.74	25.50	26.28	27.05	27.83	28.59	29.37	30.14
5	B	17.29	17.87	18.45	19.02	19.60	20.18	20.75	21.33	21.91	22.48
	O	25.94	26.81	27.68	28.53	29.40	30.27	31.13	32.00	32.87	33.72
6	B	19.28	19.92	20.56	21.20	21.85	22.49	23.13	23.77	24.42	25.06
	O	28.92	29.88	30.84	31.80	32.78	33.74	34.70	35.66	36.63	37.59
7	B	21.42	22.13	22.85	23.56	24.28	24.99	25.70	26.42	27.13	27.85
	O	32.13	33.20	34.28	35.34	36.42	37.49	38.55	39.63	40.70	41.78
8	B	23.72	24.51	25.30	26.10	26.89	27.68	28.47	29.26	30.05	30.84
	O	35.58	36.77	37.95	39.15	40.34	41.52	42.71	43.28	43.28	43.28
9	B	26.20	27.08	27.95	28.82	29.70	30.57	31.44	32.32	33.19	34.06
	O	39.30	40.62	41.93	43.23	43.28	43.28	43.28	43.28	43.28	43.28
10	B	28.85	29.82	30.78	31.74	32.70	33.66	34.63	35.59	36.55	37.51
	O	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28
11	B	31.70	32.76	33.82	34.87	35.93	36.99	38.04	39.10	40.16	41.21
	O	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28	43.28
12	B	38.00	39.26	40.53	41.80	43.07	44.33	45.60	46.87	48.13	49.40
	O	43.28	43.28	43.28	43.28	43.28	44.33	45.60	46.87	48.13	49.40
13	B	45.18	46.69	48.20	49.70	51.21	52.72	54.22	55.73	57.23	58.74
	O	45.18	46.69	48.20	49.70	51.21	52.72	54.22	55.73	57.23	58.74
14	B	53.39	55.17	56.95	58.73	60.51	62.29	64.07	65.85	67.63	69.41
	O	53.39	55.17	56.95	58.73	60.51	62.29	64.07	65.85	67.63	69.41
15	B	62.81	64.90	66.99	69.09	71.18	73.27	75.37	77.46	79.56	81.65
	O	62.81	64.90	66.99	69.09	71.18	73.27	75.37	77.46	79.56	81.65

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/>

SALARY TABLE 2020-IND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.92%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN
TOTAL INCREASE: 2.91%
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	\$ 10.95	\$ 11.32	\$ 11.68	\$ 12.04	\$ 12.41	\$ 12.62	\$ 12.98	\$ 13.34	\$ 13.36	\$ 13.70
	O	16.43	16.98	17.52	18.06	18.62	18.93	19.47	20.01	20.04	20.55
2	B	12.31	12.60	13.01	13.36	13.51	13.90	14.30	14.70	15.09	15.49
	O	18.47	18.90	19.52	20.04	20.27	20.85	21.45	22.05	22.64	23.24
3	B	13.43	13.88	14.33	14.77	15.22	15.67	16.12	16.57	17.01	17.46
	O	20.15	20.82	21.50	22.16	22.83	23.51	24.18	24.86	25.52	26.19
4	B	15.08	15.58	16.08	16.59	17.09	17.59	18.09	18.60	19.10	19.60
	O	22.62	23.37	24.12	24.89	25.64	26.39	27.14	27.90	28.65	29.40
5	B	16.87	17.43	18.00	18.56	19.12	19.68	20.24	20.81	21.37	21.93
	O	25.31	26.15	27.00	27.84	28.68	29.52	30.36	31.22	32.06	32.90
6	B	18.81	19.43	20.06	20.69	21.31	21.94	22.57	23.19	23.82	24.45
	O	28.22	29.15	30.09	31.04	31.97	32.91	33.86	34.79	35.73	36.68
7	B	20.90	21.59	22.29	22.99	23.68	24.38	25.08	25.77	26.47	27.16
	O	31.35	32.39	33.44	34.49	35.52	36.57	37.62	38.66	39.71	40.74
8	B	23.14	23.91	24.69	25.46	26.23	27.00	27.77	28.54	29.31	30.09
	O	34.71	35.87	37.04	38.19	39.35	40.50	41.66	42.23	42.23	42.23
9	B	25.56	26.41	27.27	28.12	28.97	29.82	30.67	31.53	32.38	33.23
	O	38.34	39.62	40.91	42.18	42.23	42.23	42.23	42.23	42.23	42.23
10	B	28.15	29.09	30.03	30.96	31.90	32.84	33.78	34.72	35.66	36.59
	O	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23
11	B	30.93	31.96	32.99	34.02	35.05	36.08	37.11	38.14	39.17	40.20
	O	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23	42.23
12	B	37.07	38.30	39.54	40.78	42.01	43.25	44.48	45.72	46.96	48.19
	O	42.23	42.23	42.23	42.23	42.23	43.25	44.48	45.72	46.96	48.19
13	B	44.08	45.55	47.02	48.49	49.96	51.43	52.90	54.37	55.84	57.30
	O	44.08	45.55	47.02	48.49	49.96	51.43	52.90	54.37	55.84	57.30
14	B	52.09	53.82	55.56	57.30	59.03	60.77	62.51	64.24	65.98	67.71
	O	52.09	53.82	55.56	57.30	59.03	60.77	62.51	64.24	65.98	67.71
15	B	61.27	63.31	65.36	67.40	69.44	71.48	73.53	75.57	77.61	79.65
	O	61.27	63.31	65.36	67.40	69.44	71.48	73.53	75.57	77.61	79.65

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/>

SALARY TABLE 2020-KC
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.13%
FOR THE LOCALITY PAY AREA OF KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS
TOTAL INCREASE: 3.07%
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	\$ 10.97	\$ 11.34	\$ 11.70	\$ 12.06	\$ 12.43	\$ 12.64	\$ 13.00	\$ 13.37	\$ 13.38	\$ 13.72
	O	16.46	17.01	17.55	18.09	18.65	18.96	19.50	20.06	20.07	20.58
2	B	12.33	12.63	13.03	13.38	13.53	13.93	14.33	14.72	15.12	15.52
	O	18.50	18.95	19.55	20.07	20.30	20.90	21.50	22.08	22.68	23.28
3	B	13.46	13.90	14.35	14.80	15.25	15.70	16.15	16.60	17.04	17.49
	O	20.19	20.85	21.53	22.20	22.88	23.55	24.23	24.90	25.56	26.24
4	B	15.11	15.61	16.11	16.62	17.12	17.62	18.13	18.63	19.13	19.64
	O	22.67	23.42	24.17	24.93	25.68	26.43	27.20	27.95	28.70	29.46
5	B	16.90	17.46	18.03	18.59	19.15	19.72	20.28	20.84	21.41	21.97
	O	25.35	26.19	27.05	27.89	28.73	29.58	30.42	31.26	32.12	32.96
6	B	18.84	19.47	20.09	20.72	21.35	21.98	22.61	23.24	23.86	24.49
	O	28.26	29.21	30.14	31.08	32.03	32.97	33.92	34.86	35.79	36.74
7	B	20.93	21.63	22.33	23.03	23.72	24.42	25.12	25.82	26.52	27.21
	O	31.40	32.45	33.50	34.55	35.58	36.63	37.68	38.73	39.78	40.82
8	B	23.18	23.96	24.73	25.50	26.28	27.05	27.82	28.59	29.37	30.14
	O	34.77	35.94	37.10	38.25	39.42	40.58	41.73	42.30	42.30	42.30
9	B	25.61	26.46	27.31	28.17	29.02	29.88	30.73	31.58	32.44	33.29
	O	38.42	39.69	40.97	42.26	42.30	42.30	42.30	42.30	42.30	42.30
10	B	28.20	29.14	30.08	31.02	31.96	32.90	33.84	34.78	35.72	36.66
	O	42.30	42.30	42.30	42.30	42.30	42.30	42.30	42.30	42.30	42.30
11	B	30.98	32.02	33.05	34.08	35.11	36.15	37.18	38.21	39.24	40.28
	O	42.30	42.30	42.30	42.30	42.30	42.30	42.30	42.30	42.30	42.30
12	B	37.14	38.37	39.61	40.85	42.09	43.33	44.56	45.80	47.04	48.28
	O	42.30	42.30	42.30	42.30	42.30	43.33	44.56	45.80	47.04	48.28
13	B	44.16	45.63	47.10	48.57	50.05	51.52	52.99	54.46	55.94	57.41
	O	44.16	45.63	47.10	48.57	50.05	51.52	52.99	54.46	55.94	57.41
14	B	52.18	53.92	55.66	57.40	59.14	60.88	62.62	64.36	66.10	67.84
	O	52.18	53.92	55.66	57.40	59.14	60.88	62.62	64.36	66.10	67.84
15	B	61.38	63.43	65.47	67.52	69.57	71.61	73.66	75.70	77.75	79.80
	O	61.38	63.43	65.47	67.52	69.57	71.61	73.66	75.70	77.75	79.80

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/>

SALARY TABLE 2020-LR
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.88%
FOR THE LOCALITY PAY AREA OF LAREDO, TX
TOTAL INCREASE: 3.17%
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	\$ 11.13	\$ 11.51	\$ 11.88	\$ 12.24	\$ 12.61	\$ 12.83	\$ 13.20	\$ 13.56	\$ 13.58	\$ 13.93
	O	16.70	17.27	17.82	18.36	18.92	19.25	19.80	20.34	20.37	20.90
2	B	12.52	12.81	13.23	13.58	13.73	14.14	14.54	14.94	15.35	15.75
	O	18.78	19.22	19.85	20.37	20.60	21.21	21.81	22.41	23.03	23.63
3	B	13.66	14.11	14.57	15.02	15.48	15.93	16.39	16.84	17.30	17.75
	O	20.49	21.17	21.86	22.53	23.22	23.90	24.59	25.26	25.95	26.63
4	B	15.33	15.84	16.35	16.86	17.38	17.89	18.40	18.91	19.42	19.93
	O	23.00	23.76	24.53	25.29	26.07	26.84	27.60	28.37	29.13	29.90
5	B	17.15	17.72	18.30	18.87	19.44	20.01	20.58	21.16	21.73	22.30
	O	25.73	26.58	27.45	28.31	29.16	30.02	30.87	31.74	32.60	33.45
6	B	19.12	19.76	20.40	21.03	21.67	22.31	22.94	23.58	24.22	24.86
	O	28.68	29.64	30.60	31.55	32.51	33.47	34.41	35.37	36.33	37.29
7	B	21.25	21.96	22.66	23.37	24.08	24.79	25.50	26.20	26.91	27.62
	O	31.88	32.94	33.99	35.06	36.12	37.19	38.25	39.30	40.37	41.43
8	B	23.53	24.32	25.10	25.88	26.67	27.45	28.24	29.02	29.81	30.59
	O	35.30	36.48	37.65	38.82	40.01	41.18	42.36	42.93	42.93	42.93
9	B	25.99	26.86	27.72	28.59	29.46	30.32	31.19	32.06	32.92	33.79
	O	38.99	40.29	41.58	42.89	42.93	42.93	42.93	42.93	42.93	42.93
10	B	28.62	29.58	30.53	31.48	32.44	33.39	34.35	35.30	36.25	37.21
	O	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93
11	B	31.45	32.49	33.54	34.59	35.64	36.69	37.73	38.78	39.83	40.88
	O	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93	42.93
12	B	37.69	38.95	40.20	41.46	42.72	43.97	45.23	46.49	47.74	49.00
	O	42.93	42.93	42.93	42.93	42.93	43.97	45.23	46.49	47.74	49.00
13	B	44.82	46.31	47.81	49.30	50.79	52.29	53.78	55.28	56.77	58.27
	O	44.82	46.31	47.81	49.30	50.79	52.29	53.78	55.28	56.77	58.27
14	B	52.96	54.73	56.49	58.26	60.02	61.79	63.55	65.32	67.08	68.85
	O	52.96	54.73	56.49	58.26	60.02	61.79	63.55	65.32	67.08	68.85
15	B	62.30	64.37	66.45	68.53	70.60	72.68	74.76	76.84	78.91	80.99
	O	62.30	64.37	66.45	68.53	70.60	72.68	74.76	76.84	78.91	80.99

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/>

SALARY TABLE 2020-LV
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.68%
FOR THE LOCALITY PAY AREA OF LAS VEGAS-HENDERSON, NV-AZ
TOTAL INCREASE: 3.16%
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	\$ 11.02	\$ 11.39	\$ 11.76	\$ 12.12	\$ 12.49	\$ 12.70	\$ 13.06	\$ 13.43	\$ 13.44	\$ 13.79
	O	16.53	17.09	17.64	18.18	18.74	19.05	19.59	20.15	20.16	20.69
2	B	12.39	12.69	13.10	13.44	13.59	13.99	14.39	14.79	15.19	15.59
	O	18.59	19.04	19.65	20.16	20.39	20.99	21.59	22.19	22.79	23.39
3	B	13.52	13.97	14.42	14.87	15.32	15.77	16.22	16.67	17.12	17.57
	O	20.28	20.96	21.63	22.31	22.98	23.66	24.33	25.01	25.68	26.36
4	B	15.18	15.68	16.19	16.69	17.20	17.71	18.21	18.72	19.22	19.73
	O	22.77	23.52	24.29	25.04	25.80	26.57	27.32	28.08	28.83	29.60
5	B	16.98	17.55	18.11	18.68	19.24	19.81	20.38	20.94	21.51	22.08
	O	25.47	26.33	27.17	28.02	28.86	29.72	30.57	31.41	32.27	33.12
6	B	18.93	19.56	20.19	20.82	21.45	22.08	22.71	23.34	23.98	24.61
	O	28.40	29.34	30.29	31.23	32.18	33.12	34.07	35.01	35.97	36.92
7	B	21.03	21.73	22.43	23.14	23.84	24.54	25.24	25.94	26.64	27.34
	O	31.55	32.60	33.65	34.71	35.76	36.81	37.86	38.91	39.96	41.01
8	B	23.29	24.07	24.85	25.62	26.40	27.18	27.95	28.73	29.51	30.28
	O	34.94	36.11	37.28	38.43	39.60	40.77	41.93	42.50	42.50	42.50
9	B	25.73	26.59	27.44	28.30	29.16	30.02	30.87	31.73	32.59	33.45
	O	38.60	39.89	41.16	42.45	42.50	42.50	42.50	42.50	42.50	42.50
10	B	28.33	29.28	30.22	31.17	32.11	33.05	34.00	34.94	35.89	36.83
	O	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50
11	B	31.13	32.17	33.20	34.24	35.28	36.32	37.35	38.39	39.43	40.47
	O	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50
12	B	37.31	38.55	39.80	41.04	42.29	43.53	44.77	46.02	47.26	48.51
	O	42.50	42.50	42.50	42.50	42.50	43.53	44.77	46.02	47.26	48.51
13	B	44.37	45.85	47.32	48.80	50.28	51.76	53.24	54.72	56.20	57.68
	O	44.37	45.85	47.32	48.80	50.28	51.76	53.24	54.72	56.20	57.68
14	B	52.43	54.17	55.92	57.67	59.42	61.16	62.91	64.66	66.41	68.15
	O	52.43	54.17	55.92	57.67	59.42	61.16	62.91	64.66	66.41	68.15
15	B	61.67	63.72	65.78	67.84	69.89	71.95	74.00	76.06	78.12	80.17
	O	61.67	63.72	65.78	67.84	69.89	71.95	74.00	76.06	78.12	80.17

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/>

SALARY TABLE 2020-LA
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.41%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA
TOTAL INCREASE: 3.33%
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	\$ 12.40	\$ 12.81	\$ 13.23	\$ 13.64	\$ 14.05	\$ 14.29	\$ 14.70	\$ 15.11	\$ 15.13	\$ 15.51
	O	18.60	19.22	19.85	20.46	21.08	21.44	22.05	22.67	22.70	23.27
2	B	13.94	14.27	14.74	15.13	15.30	15.75	16.20	16.64	17.09	17.54
	O	20.91	21.41	22.11	22.70	22.95	23.63	24.30	24.96	25.64	26.31
3	B	15.21	15.72	16.23	16.73	17.24	17.75	18.25	18.76	19.27	19.77
	O	22.82	23.58	24.35	25.10	25.86	26.63	27.38	28.14	28.91	29.66
4	B	17.08	17.65	18.21	18.78	19.35	19.92	20.49	21.06	21.63	22.20
	O	25.62	26.48	27.32	28.17	29.03	29.88	30.74	31.59	32.45	33.30
5	B	19.11	19.74	20.38	21.02	21.65	22.29	22.93	23.56	24.20	24.84
	O	28.67	29.61	30.57	31.53	32.48	33.44	34.40	35.34	36.30	37.26
6	B	21.30	22.01	22.72	23.43	24.14	24.85	25.56	26.27	26.98	27.69
	O	31.95	33.02	34.08	35.15	36.21	37.28	38.34	39.41	40.47	41.54
7	B	23.67	24.45	25.24	26.03	26.82	27.61	28.40	29.19	29.97	30.76
	O	35.51	36.68	37.86	39.05	40.23	41.42	42.60	43.79	44.96	46.14
8	B	26.21	27.08	27.96	28.83	29.70	30.58	31.45	32.32	33.20	34.07
	O	39.32	40.62	41.94	43.25	44.55	45.87	47.18	47.82	47.82	47.82
9	B	28.95	29.91	30.88	31.84	32.81	33.77	34.74	35.70	36.67	37.63
	O	43.43	44.87	46.32	47.76	47.82	47.82	47.82	47.82	47.82	47.82
10	B	31.88	32.94	34.00	35.07	36.13	37.19	38.25	39.32	40.38	41.44
	O	47.82	47.82	47.82	47.82	47.82	47.82	47.82	47.82	47.82	47.82
11	B	35.02	36.19	37.36	38.53	39.69	40.86	42.03	43.20	44.36	45.53
	O	47.82	47.82	47.82	47.82	47.82	47.82	47.82	47.82	47.82	47.82
12	B	41.98	43.38	44.78	46.18	47.58	48.98	50.38	51.78	53.18	54.58
	O	47.82	47.82	47.82	47.82	47.82	47.82	48.98	50.38	51.78	53.18
13	B	49.92	51.58	53.25	54.91	56.58	58.24	59.90	61.57	63.23	64.90
	O	49.92	51.58	53.25	54.91	56.58	58.24	59.90	61.57	63.23	64.90
14	B	58.99	60.96	62.92	64.89	66.85	68.82	70.79	72.75	74.72	76.68
	O	58.99	60.96	62.92	64.89	66.85	68.82	70.79	72.75	74.72	76.68
15	B	69.39	71.70	74.01	76.33	78.64	80.95	81.84	81.84	81.84	81.84
	O	69.39	71.70	74.01	76.33	78.64	80.95	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)).

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/>

SALARY TABLE 2020-MFL
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.51%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL
TOTAL INCREASE: 2.93%
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	\$ 11.57	\$ 11.95	\$ 12.34	\$ 12.72	\$ 13.10	\$ 13.33	\$ 13.71	\$ 14.09	\$ 14.11	\$ 14.47
	O	17.36	17.93	18.51	19.08	19.65	20.00	20.57	21.14	21.17	21.71
2	B	13.00	13.31	13.74	14.11	14.27	14.69	15.11	15.53	15.95	16.37
	O	19.50	19.97	20.61	21.17	21.41	22.04	22.67	23.30	23.93	24.56
3	B	14.19	14.66	15.13	15.61	16.08	16.55	17.03	17.50	17.97	18.44
	O	21.29	21.99	22.70	23.42	24.12	24.83	25.55	26.25	26.96	27.66
4	B	15.93	16.46	16.99	17.52	18.05	18.58	19.11	19.64	20.18	20.71
	O	23.90	24.69	25.49	26.28	27.08	27.87	28.67	29.46	30.27	31.07
5	B	17.82	18.42	19.01	19.60	20.20	20.79	21.39	21.98	22.57	23.17
	O	26.73	27.63	28.52	29.40	30.30	31.19	32.09	32.97	33.86	34.76
6	B	19.87	20.53	21.19	21.85	22.51	23.18	23.84	24.50	25.16	25.83
	O	29.81	30.80	31.79	32.78	33.77	34.77	35.76	36.75	37.74	38.75
7	B	22.07	22.81	23.55	24.28	25.02	25.75	26.49	27.22	27.96	28.70
	O	33.11	34.22	35.33	36.42	37.53	38.63	39.74	40.83	41.94	43.05
8	B	24.45	25.26	26.08	26.89	27.71	28.52	29.34	30.15	30.97	31.78
	O	36.68	37.89	39.12	40.34	41.57	42.78	44.01	44.61	44.61	44.61
9	B	27.00	27.90	28.80	29.70	30.60	31.50	32.40	33.30	34.20	35.10
	O	40.50	41.85	43.20	44.55	44.61	44.61	44.61	44.61	44.61	44.61
10	B	29.74	30.73	31.72	32.71	33.70	34.69	35.68	36.67	37.67	38.66
	O	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61
11	B	32.67	33.76	34.85	35.94	37.03	38.11	39.20	40.29	41.38	42.47
	O	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61	44.61
12	B	39.16	40.46	41.77	43.07	44.38	45.69	46.99	48.30	49.60	50.91
	O	44.61	44.61	44.61	44.61	44.61	45.69	46.99	48.30	49.60	50.91
13	B	46.56	48.12	49.67	51.22	52.77	54.33	55.88	57.43	58.98	60.53
	O	46.56	48.12	49.67	51.22	52.77	54.33	55.88	57.43	58.98	60.53
14	B	55.02	56.86	58.69	60.53	62.36	64.19	66.03	67.86	69.70	71.53
	O	55.02	56.86	58.69	60.53	62.36	64.19	66.03	67.86	69.70	71.53
15	B	64.72	66.88	69.04	71.20	73.35	75.51	77.67	79.83	81.84	81.84
	O	64.72	66.88	69.04	71.20	73.35	75.51	77.67	79.83	81.84	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/>

SALARY TABLE 2020-MIL
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.96%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI
TOTAL INCREASE: 2.92%
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	\$ 11.33	\$ 11.71	\$ 12.08	\$ 12.46	\$ 12.83	\$ 13.05	\$ 13.43	\$ 13.80	\$ 13.82	\$ 14.17
	O	17.00	17.57	18.12	18.69	19.25	19.58	20.15	20.70	20.73	21.26
2	B	12.74	13.04	13.46	13.82	13.97	14.38	14.79	15.21	15.62	16.03
	O	19.11	19.56	20.19	20.73	20.96	21.57	22.19	22.82	23.43	24.05
3	B	13.90	14.36	14.82	15.29	15.75	16.21	16.67	17.14	17.60	18.06
	O	20.85	21.54	22.23	22.94	23.63	24.32	25.01	25.71	26.40	27.09
4	B	15.60	16.12	16.64	17.16	17.68	18.20	18.72	19.24	19.76	20.28
	O	23.40	24.18	24.96	25.74	26.52	27.30	28.08	28.86	29.64	30.42
5	B	17.45	18.03	18.62	19.20	19.78	20.36	20.94	21.53	22.11	22.69
	O	26.18	27.05	27.93	28.80	29.67	30.54	31.41	32.30	33.17	34.04
6	B	19.46	20.10	20.75	21.40	22.05	22.70	23.35	23.99	24.64	25.29
	O	29.19	30.15	31.13	32.10	33.08	34.05	35.03	35.99	36.96	37.94
7	B	21.62	22.34	23.06	23.78	24.50	25.22	25.94	26.66	27.38	28.10
	O	32.43	33.51	34.59	35.67	36.75	37.83	38.91	39.99	41.07	42.15
8	B	23.94	24.74	25.54	26.34	27.14	27.93	28.73	29.53	30.33	31.13
	O	35.91	37.11	38.31	39.51	40.71	41.90	43.10	43.68	43.68	43.68
9	B	26.44	27.33	28.21	29.09	29.97	30.85	31.73	32.62	33.50	34.38
	O	39.66	41.00	42.32	43.64	43.68	43.68	43.68	43.68	43.68	43.68
10	B	29.12	30.09	31.06	32.03	33.01	33.98	34.95	35.92	36.89	37.86
	O	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68
11	B	32.00	33.06	34.13	35.20	36.26	37.33	38.39	39.46	40.53	41.59
	O	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68	43.68
12	B	38.35	39.63	40.91	42.19	43.46	44.74	46.02	47.30	48.58	49.86
	O	43.68	43.68	43.68	43.68	43.68	44.74	46.02	47.30	48.58	49.86
13	B	45.60	47.12	48.64	50.16	51.68	53.20	54.72	56.24	57.76	59.29
	O	45.60	47.12	48.64	50.16	51.68	53.20	54.72	56.24	57.76	59.29
14	B	53.89	55.68	57.48	59.28	61.07	62.87	64.67	66.46	68.26	70.05
	O	53.89	55.68	57.48	59.28	61.07	62.87	64.67	66.46	68.26	70.05
15	B	63.39	65.50	67.61	69.73	71.84	73.95	76.07	78.18	80.29	81.84
	O	63.39	65.50	67.61	69.73	71.84	73.95	76.07	78.18	80.29	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/>

SALARY TABLE 2020-MSP
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	14.32	14.80	15.28	15.75	16.23	16.71	17.18	17.66	18.14	18.62
	O	21.48	22.20	22.92	23.63	24.35	25.07	25.77	26.49	27.21	27.93
4	B	16.08	16.61	17.15	17.68	18.22	18.76	19.29	19.83	20.36	20.90
	O	24.12	24.92	25.73	26.52	27.33	28.14	28.94	29.75	30.54	31.35
5	B	17.99	18.59	19.19	19.79	20.39	20.99	21.59	22.18	22.78	23.38
	O	26.99	27.89	28.79	29.69	30.59	31.49	32.39	33.27	34.17	35.07
6	B	20.05	20.72	21.39	22.06	22.72	23.39	24.06	24.73	25.40	26.07
	O	30.08	31.08	32.09	33.09	34.08	35.09	36.09	37.10	38.10	39.11
7	B	22.28	23.02	23.77	24.51	25.25	25.99	26.74	27.48	28.22	28.96
	O	33.42	34.53	35.66	36.77	37.88	38.99	40.11	41.22	42.33	43.44
8	B	24.68	25.50	26.32	27.14	27.97	28.79	29.61	30.43	31.26	32.08
	O	37.02	38.25	39.48	40.71	41.96	43.19	44.42	45.02	45.02	45.02
9	B	27.25	28.16	29.07	29.98	30.89	31.80	32.70	33.61	34.52	35.43
	O	40.88	42.24	43.61	44.97	45.02	45.02	45.02	45.02	45.02	45.02
10	B	30.01	31.01	32.01	33.01	34.01	35.02	36.02	37.02	38.02	39.02
	O	45.02	45.02	45.02	45.02	45.02	45.02	45.02	45.02	45.02	45.02
11	B	32.97	34.07	35.17	36.27	37.37	38.47	39.57	40.67	41.77	42.87
	O	45.02	45.02	45.02	45.02	45.02	45.02	45.02	45.02	45.02	45.02
12	B	39.52	40.84	42.16	43.48	44.79	46.11	47.43	48.75	50.06	51.38
	O	45.02	45.02	45.02	45.02	45.02	46.11	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)).

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/>

SALARY TABLE 2020-NY
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	15.39	15.91	16.42	16.93	17.44	17.96	18.47	18.98	19.50	20.01
	O	23.09	23.87	24.63	25.40	26.16	26.94	27.71	28.47	29.25	30.02
4	B	17.28	17.85	18.43	19.01	19.58	20.16	20.73	21.31	21.89	22.46
	O	25.92	26.78	27.65	28.52	29.37	30.24	31.10	31.97	32.84	33.69
5	B	19.33	19.98	20.62	21.27	21.91	22.55	23.20	23.84	24.49	25.13
	O	29.00	29.97	30.93	31.91	32.87	33.83	34.80	35.76	36.74	37.70
6	B	21.55	22.27	22.99	23.70	24.42	25.14	25.86	26.58	27.30	28.01
	O	32.33	33.41	34.49	35.55	36.63	37.71	38.79	39.87	40.95	42.02
7	B	23.95	24.74	25.54	26.34	27.14	27.94	28.73	29.53	30.33	31.13
	O	35.93	37.11	38.31	39.51	40.71	41.91	43.10	44.30	45.50	46.70
8	B	26.52	27.40	28.29	29.17	30.06	30.94	31.82	32.71	33.59	34.48
	O	39.78	41.10	42.44	43.76	45.09	46.41	47.73	48.39	48.39	48.39
9	B	29.29	30.27	31.24	32.22	33.20	34.17	35.15	36.13	37.10	38.08
	O	43.94	45.41	46.86	48.33	48.39	48.39	48.39	48.39	48.39	48.39
10	B	32.26	33.33	34.41	35.48	36.56	37.63	38.71	39.78	40.86	41.93
	O	48.39	48.39	48.39	48.39	48.39	48.39	48.39	48.39	48.39	48.39
11	B	35.44	36.62	37.80	38.98	40.16	41.35	42.53	43.71	44.89	46.07
	O	48.39	48.39	48.39	48.39	48.39	48.39	48.39	48.39	48.39	48.39
12	B	42.48	43.89	45.31	46.73	48.14	49.56	50.97	52.39	53.81	55.22
	O	48.39	48.39	48.39	48.39	48.39	49.56	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)).

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/>

SALARY TABLE 2020-OM
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.33%
FOR THE LOCALITY PAY AREA OF OMAHA-COUNCIL BLUFFS-FREMONT, NE-IA
TOTAL INCREASE: 3.01%
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	\$ 10.89	\$ 11.26	\$ 11.62	\$ 11.98	\$ 12.34	\$ 12.55	\$ 12.91	\$ 13.27	\$ 13.29	\$ 13.63
	O	16.34	16.89	17.43	17.97	18.51	18.83	19.37	19.91	19.94	20.45
2	B	12.25	12.54	12.95	13.29	13.44	13.83	14.23	14.62	15.02	15.41
	O	18.38	18.81	19.43	19.94	20.16	20.75	21.35	21.93	22.53	23.12
3	B	13.36	13.81	14.25	14.70	15.15	15.59	16.04	16.48	16.93	17.37
	O	20.04	20.72	21.38	22.05	22.73	23.39	24.06	24.72	25.40	26.06
4	B	15.00	15.50	16.00	16.50	17.00	17.50	18.00	18.50	19.00	19.50
	O	22.50	23.25	24.00	24.75	25.50	26.25	27.00	27.75	28.50	29.25
5	B	16.78	17.34	17.90	18.46	19.02	19.58	20.14	20.70	21.26	21.82
	O	25.17	26.01	26.85	27.69	28.53	29.37	30.21	31.05	31.89	32.73
6	B	18.71	19.33	19.96	20.58	21.21	21.83	22.45	23.08	23.70	24.32
	O	28.07	29.00	29.94	30.87	31.82	32.75	33.68	34.62	35.55	36.48
7	B	20.79	21.48	22.18	22.87	23.56	24.26	24.95	25.64	26.33	27.03
	O	31.19	32.22	33.27	34.31	35.34	36.39	37.43	38.46	39.50	40.55
8	B	23.03	23.79	24.56	25.33	26.10	26.86	27.63	28.40	29.17	29.93
	O	34.55	35.69	36.84	38.00	39.15	40.29	41.45	42.02	42.02	42.02
9	B	25.43	26.28	27.13	27.98	28.82	29.67	30.52	31.37	32.22	33.06
	O	38.15	39.42	40.70	41.97	42.02	42.02	42.02	42.02	42.02	42.02
10	B	28.01	28.94	29.87	30.81	31.74	32.68	33.61	34.54	35.48	36.41
	O	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02
11	B	30.77	31.80	32.82	33.85	34.87	35.90	36.92	37.95	38.98	40.00
	O	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02
12	B	36.88	38.11	39.34	40.57	41.80	43.03	44.26	45.49	46.72	47.95
	O	42.02	42.02	42.02	42.02	42.02	43.03	44.26	45.49	46.72	47.95
13	B	43.86	45.32	46.78	48.24	49.71	51.17	52.63	54.09	55.55	57.02
	O	43.86	45.32	46.78	48.24	49.71	51.17	52.63	54.09	55.55	57.02
14	B	51.83	53.55	55.28	57.01	58.74	60.46	62.19	63.92	65.64	67.37
	O	51.83	53.55	55.28	57.01	58.74	60.46	62.19	63.92	65.64	67.37
15	B	60.96	62.99	65.03	67.06	69.09	71.12	73.15	75.19	77.22	79.25
	O	60.96	62.99	65.03	67.06	69.09	71.12	73.15	75.19	77.22	79.25

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/>

SALARY TABLE 2020-PB
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.73%
FOR THE LOCALITY PAY AREA OF PALM BAY-MELBOURNE-TITUSVILLE, FL
TOTAL INCREASE: 2.95%
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	\$ 10.93	\$ 11.30	\$ 11.66	\$ 12.02	\$ 12.39	\$ 12.60	\$ 12.96	\$ 13.32	\$ 13.33	\$ 13.67
	O	16.40	16.95	17.49	18.03	18.59	18.90	19.44	19.98	20.00	20.51
2	B	12.29	12.58	12.99	13.33	13.48	13.88	14.28	14.67	15.07	15.47
	O	18.44	18.87	19.49	20.00	20.22	20.82	21.42	22.01	22.61	23.21
3	B	13.41	13.86	14.30	14.75	15.20	15.64	16.09	16.54	16.99	17.43
	O	20.12	20.79	21.45	22.13	22.80	23.46	24.14	24.81	25.49	26.15
4	B	15.05	15.56	16.06	16.56	17.06	17.56	18.06	18.57	19.07	19.57
	O	22.58	23.34	24.09	24.84	25.59	26.34	27.09	27.86	28.61	29.36
5	B	16.84	17.40	17.97	18.53	19.09	19.65	20.21	20.77	21.34	21.90
	O	25.26	26.10	26.96	27.80	28.64	29.48	30.32	31.16	32.01	32.85
6	B	18.77	19.40	20.03	20.65	21.28	21.90	22.53	23.16	23.78	24.41
	O	28.16	29.10	30.05	30.98	31.92	32.85	33.80	34.74	35.67	36.62
7	B	20.86	21.56	22.25	22.95	23.64	24.34	25.03	25.73	26.43	27.12
	O	31.29	32.34	33.38	34.43	35.46	36.51	37.55	38.60	39.65	40.68
8	B	23.11	23.88	24.65	25.42	26.19	26.96	27.73	28.50	29.27	30.04
	O	34.67	35.82	36.98	38.13	39.29	40.44	41.60	42.15	42.15	42.15
9	B	25.52	26.37	27.22	28.07	28.92	29.77	30.62	31.48	32.33	33.18
	O	38.28	39.56	40.83	42.11	42.15	42.15	42.15	42.15	42.15	42.15
10	B	28.10	29.04	29.98	30.91	31.85	32.79	33.72	34.66	35.60	36.54
	O	42.15	42.15	42.15	42.15	42.15	42.15	42.15	42.15	42.15	42.15
11	B	30.88	31.91	32.93	33.96	34.99	36.02	37.05	38.08	39.11	40.14
	O	42.15	42.15	42.15	42.15	42.15	42.15	42.15	42.15	42.15	42.15
12	B	37.01	38.24	39.48	40.71	41.94	43.18	44.41	45.65	46.88	48.11
	O	42.15	42.15	42.15	42.15	42.15	43.18	44.41	45.65	46.88	48.11
13	B	44.01	45.47	46.94	48.41	49.88	51.34	52.81	54.28	55.74	57.21
	O	44.01	45.47	46.94	48.41	49.88	51.34	52.81	54.28	55.74	57.21
14	B	52.00	53.74	55.47	57.20	58.94	60.67	62.40	64.14	65.87	67.60
	O	52.00	53.74	55.47	57.20	58.94	60.67	62.40	64.14	65.87	67.60
15	B	61.17	63.21	65.25	67.29	69.33	71.37	73.41	75.45	77.48	79.52
	O	61.17	63.21	65.25	67.29	69.33	71.37	73.41	75.45	77.48	79.52

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/>

SALARY TABLE 2020-PHL
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.04%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
TOTAL INCREASE: 3.21%
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	\$ 11.80	\$ 12.20	\$ 12.59	\$ 12.98	\$ 13.37	\$ 13.60	\$ 13.99	\$ 14.38	\$ 14.40	\$ 14.76
	O	17.70	18.30	18.89	19.47	20.06	20.40	20.99	21.57	21.60	22.14
2	B	13.27	13.59	14.03	14.40	14.56	14.99	15.42	15.84	16.27	16.70
	O	19.91	20.39	21.05	21.60	21.84	22.49	23.13	23.76	24.41	25.05
3	B	14.48	14.96	15.44	15.93	16.41	16.89	17.38	17.86	18.34	18.82
	O	21.72	22.44	23.16	23.90	24.62	25.34	26.07	26.79	27.51	28.23
4	B	16.25	16.80	17.34	17.88	18.42	18.96	19.51	20.05	20.59	21.13
	O	24.38	25.20	26.01	26.82	27.63	28.44	29.27	30.08	30.89	31.70
5	B	18.19	18.79	19.40	20.01	20.61	21.22	21.82	22.43	23.04	23.64
	O	27.29	28.19	29.10	30.02	30.92	31.83	32.73	33.65	34.56	35.46
6	B	20.27	20.95	21.62	22.30	22.98	23.65	24.33	25.00	25.68	26.35
	O	30.41	31.43	32.43	33.45	34.47	35.48	36.50	37.50	38.52	39.53
7	B	22.53	23.28	24.03	24.78	25.53	26.28	27.03	27.78	28.53	29.28
	O	33.80	34.92	36.05	37.17	38.30	39.42	40.55	41.67	42.80	43.92
8	B	24.95	25.78	26.61	27.44	28.27	29.11	29.94	30.77	31.60	32.43
	O	37.43	38.67	39.92	41.16	42.41	43.67	44.91	45.51	45.51	45.51
9	B	27.56	28.47	29.39	30.31	31.23	32.15	33.07	33.99	34.90	35.82
	O	41.34	42.71	44.09	45.47	45.51	45.51	45.51	45.51	45.51	45.51
10	B	30.34	31.36	32.37	33.38	34.39	35.40	36.41	37.43	38.44	39.45
	O	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51
11	B	33.34	34.45	35.56	36.67	37.78	38.90	40.01	41.12	42.23	43.34
	O	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51
12	B	39.96	41.29	42.62	43.96	45.29	46.62	47.95	49.29	50.62	51.95
	O	45.51	45.51	45.51	45.51	45.51	46.62	47.95	49.29	50.62	51.95
13	B	47.52	49.10	50.69	52.27	53.85	55.44	57.02	58.61	60.19	61.77
	O	47.52	49.10	50.69	52.27	53.85	55.44	57.02	58.61	60.19	61.77
14	B	56.15	58.02	59.89	61.77	63.64	65.51	67.38	69.25	71.12	73.00
	O	56.15	58.02	59.89	61.77	63.64	65.51	67.38	69.25	71.12	73.00
15	B	66.05	68.25	70.45	72.66	74.86	77.06	79.26	81.46	81.84	81.84
	O	66.05	68.25	70.45	72.66	74.86	77.06	79.26	81.46	81.84	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/>

SALARY TABLE 2020-PX
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.12%
FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ
TOTAL INCREASE: 3.05%
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	\$ 11.25	\$ 11.63	\$ 12.00	\$ 12.37	\$ 12.75	\$ 12.96	\$ 13.33	\$ 13.71	\$ 13.72	\$ 14.07
	O	16.88	17.45	18.00	18.56	19.13	19.44	20.00	20.57	20.58	21.11
2	B	12.65	12.95	13.37	13.72	13.88	14.28	14.69	15.10	15.51	15.92
	O	18.98	19.43	20.06	20.58	20.82	21.42	22.04	22.65	23.27	23.88
3	B	13.80	14.26	14.72	15.18	15.64	16.10	16.56	17.02	17.48	17.94
	O	20.70	21.39	22.08	22.77	23.46	24.15	24.84	25.53	26.22	26.91
4	B	15.49	16.01	16.52	17.04	17.56	18.07	18.59	19.11	19.62	20.14
	O	23.24	24.02	24.78	25.56	26.34	27.11	27.89	28.67	29.43	30.21
5	B	17.33	17.91	18.49	19.07	19.64	20.22	20.80	21.38	21.95	22.53
	O	26.00	26.87	27.74	28.61	29.46	30.33	31.20	32.07	32.93	33.80
6	B	19.32	19.96	20.61	21.25	21.90	22.54	23.18	23.83	24.47	25.12
	O	28.98	29.94	30.92	31.88	32.85	33.81	34.77	35.75	36.71	37.68
7	B	21.47	22.18	22.90	23.62	24.33	25.05	25.76	26.48	27.19	27.91
	O	32.21	33.27	34.35	35.43	36.50	37.58	38.64	39.72	40.79	41.87
8	B	23.78	24.57	25.36	26.15	26.95	27.74	28.53	29.32	30.12	30.91
	O	35.67	36.86	38.04	39.23	40.43	41.61	42.80	43.98	43.98	43.98
9	B	26.26	27.14	28.01	28.89	29.76	30.64	31.51	32.39	33.26	34.14
	O	39.39	40.71	42.02	43.34	43.38	43.38	43.38	43.38	43.38	43.38
10	B	28.92	29.88	30.85	31.81	32.78	33.74	34.70	35.67	36.63	37.60
	O	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38
11	B	31.77	32.83	33.89	34.95	36.01	37.07	38.13	39.19	40.25	41.30
	O	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38
12	B	38.08	39.35	40.62	41.89	43.16	44.43	45.70	46.97	48.24	49.51
	O	43.38	43.38	43.38	43.38	43.38	44.43	45.70	46.97	48.24	49.51
13	B	45.29	46.80	48.31	49.82	51.32	52.83	54.34	55.85	57.36	58.87
	O	45.29	46.80	48.31	49.82	51.32	52.83	54.34	55.85	57.36	58.87
14	B	53.51	55.30	57.08	58.87	60.65	62.43	64.22	66.00	67.78	69.57
	O	53.51	55.30	57.08	58.87	60.65	62.43	64.22	66.00	67.78	69.57
15	B	62.95	65.05	67.14	69.24	71.34	73.44	75.54	77.64	79.74	81.83
	O	62.95	65.05	67.14	69.24	71.34	73.44	75.54	77.64	79.74	81.83

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/>

SALARY TABLE 2020-PIT
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.40%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV
TOTAL INCREASE: 3.07%
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	\$ 11.18	\$ 11.56	\$ 11.93	\$ 12.30	\$ 12.67	\$ 12.89	\$ 13.25	\$ 13.62	\$ 13.64	\$ 13.99
	O	16.77	17.34	17.90	18.45	19.01	19.34	19.88	20.43	20.46	20.99
2	B	12.57	12.87	13.29	13.64	13.79	14.20	14.60	15.01	15.41	15.82
	O	18.86	19.31	19.94	20.46	20.69	21.30	21.90	22.52	23.12	23.73
3	B	13.72	14.17	14.63	15.09	15.55	16.00	16.46	16.92	17.37	17.83
	O	20.58	21.26	21.95	22.64	23.33	24.00	24.69	25.38	26.06	26.75
4	B	15.40	15.91	16.43	16.94	17.45	17.96	18.48	18.99	19.50	20.02
	O	23.10	23.87	24.65	25.41	26.18	26.94	27.72	28.49	29.25	30.03
5	B	17.23	17.80	18.38	18.95	19.53	20.10	20.67	21.25	21.82	22.40
	O	25.85	26.70	27.57	28.43	29.30	30.15	31.01	31.88	32.73	33.60
6	B	19.20	19.84	20.48	21.12	21.76	22.40	23.05	23.69	24.33	24.97
	O	28.80	29.76	30.72	31.68	32.64	33.60	34.58	35.54	36.50	37.46
7	B	21.34	22.05	22.76	23.47	24.18	24.90	25.61	26.32	27.03	27.74
	O	32.01	33.08	34.14	35.21	36.27	37.35	38.42	39.48	40.55	41.61
8	B	23.63	24.42	25.21	26.00	26.79	27.57	28.36	29.15	29.94	30.72
	O	35.45	36.63	37.82	39.00	40.19	41.36	42.54	43.13	43.13	43.13
9	B	26.10	26.97	27.84	28.71	29.58	30.45	31.32	32.20	33.07	33.94
	O	39.15	40.46	41.76	43.07	43.13	43.13	43.13	43.13	43.13	43.13
10	B	28.75	29.70	30.66	31.62	32.58	33.54	34.50	35.45	36.41	37.37
	O	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13
11	B	31.58	32.64	33.69	34.74	35.79	36.85	37.90	38.95	40.00	41.06
	O	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13
12	B	37.85	39.12	40.38	41.64	42.90	44.17	45.43	46.69	47.95	49.21
	O	43.13	43.13	43.13	43.13	43.13	44.17	45.43	46.69	47.95	49.21
13	B	45.01	46.52	48.02	49.52	51.02	52.52	54.02	55.52	57.02	58.52
	O	45.01	46.52	48.02	49.52	51.02	52.52	54.02	55.52	57.02	58.52
14	B	53.19	54.97	56.74	58.51	60.29	62.06	63.83	65.60	67.38	69.15
	O	53.19	54.97	56.74	58.51	60.29	62.06	63.83	65.60	67.38	69.15
15	B	62.57	64.66	66.74	68.83	70.91	73.00	75.09	77.17	79.26	81.34
	O	62.57	64.66	66.74	68.83	70.91	73.00	75.09	77.17	79.26	81.34

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/>

SALARY TABLE 2020-POR
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.74%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
TOTAL INCREASE: 3.11%
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	\$ 11.59	\$ 11.98	\$ 12.36	\$ 12.74	\$ 13.13	\$ 13.35	\$ 13.74	\$ 14.12	\$ 14.14	\$ 14.50
	O	17.39	17.97	18.54	19.11	19.70	20.03	20.61	21.18	21.21	21.75
2	B	13.03	13.34	13.77	14.14	14.29	14.71	15.13	15.55	15.98	16.40
	O	19.55	20.01	20.66	21.21	21.44	22.07	22.70	23.33	23.97	24.60
3	B	14.22	14.69	15.16	15.64	16.11	16.58	17.06	17.53	18.01	18.48
	O	21.33	22.04	22.74	23.46	24.17	24.87	25.59	26.30	27.02	27.72
4	B	15.96	16.49	17.02	17.55	18.09	18.62	19.15	19.68	20.21	20.74
	O	23.94	24.74	25.53	26.33	27.14	27.93	28.73	29.52	30.32	31.11
5	B	17.85	18.45	19.05	19.64	20.24	20.83	21.43	22.02	22.62	23.21
	O	26.78	27.68	28.58	29.46	30.36	31.25	32.15	33.03	33.93	34.82
6	B	19.90	20.57	21.23	21.89	22.56	23.22	23.88	24.55	25.21	25.87
	O	29.85	30.86	31.85	32.84	33.84	34.83	35.82	36.83	37.82	38.81
7	B	22.12	22.85	23.59	24.33	25.06	25.80	26.54	27.28	28.01	28.75
	O	33.18	34.28	35.39	36.50	37.59	38.70	39.81	40.92	42.02	43.13
8	B	24.49	25.31	26.13	26.94	27.76	28.57	29.39	30.21	31.02	31.84
	O	36.74	37.97	39.20	40.41	41.64	42.86	44.09	44.69	44.69	44.69
9	B	27.05	27.95	28.86	29.76	30.66	31.56	32.46	33.37	34.27	35.17
	O	40.58	41.93	43.29	44.64	44.69	44.69	44.69	44.69	44.69	44.69
10	B	29.79	30.78	31.78	32.77	33.76	34.76	35.75	36.74	37.74	38.73
	O	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69
11	B	32.73	33.82	34.91	36.00	37.09	38.19	39.28	40.37	41.46	42.55
	O	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69
12	B	39.23	40.54	41.85	43.15	44.46	45.77	47.08	48.39	49.69	51.00
	O	44.69	44.69	44.69	44.69	44.69	45.77	47.08	48.39	49.69	51.00
13	B	46.65	48.21	49.76	51.32	52.87	54.43	55.98	57.54	59.09	60.65
	O	46.65	48.21	49.76	51.32	52.87	54.43	55.98	57.54	59.09	60.65
14	B	55.13	56.96	58.80	60.64	62.48	64.31	66.15	67.99	69.83	71.66
	O	55.13	56.96	58.80	60.64	62.48	64.31	66.15	67.99	69.83	71.66
15	B	64.84	67.01	69.17	71.33	73.49	75.65	77.81	79.98	81.84	81.84
	O	64.84	67.01	69.17	71.33	73.49	75.65	77.81	79.98	81.84	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/>

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/>

SALARY TABLE 2020-RCH
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
TOTAL INCREASE: 3.09%
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	\$ 11.23	\$ 11.61	\$ 11.98	\$ 12.35	\$ 12.73	\$ 12.95	\$ 13.31	\$ 13.69	\$ 13.70	\$ 14.05
	O	16.85	17.42	17.97	18.53	19.10	19.43	19.97	20.54	20.55	21.08
2	B	12.63	12.93	13.35	13.70	13.86	14.26	14.67	15.08	15.49	15.89
	O	18.95	19.40	20.03	20.55	20.79	21.39	22.01	22.62	23.24	23.84
3	B	13.78	14.24	14.70	15.16	15.62	16.08	16.54	16.99	17.45	17.91
	O	20.67	21.36	22.05	22.74	23.43	24.12	24.81	25.49	26.18	26.87
4	B	15.47	15.98	16.50	17.02	17.53	18.05	18.56	19.08	19.59	20.11
	O	23.21	23.97	24.75	25.53	26.30	27.08	27.84	28.62	29.39	30.17
5	B	17.31	17.88	18.46	19.04	19.62	20.19	20.77	21.35	21.92	22.50
	O	25.97	26.82	27.69	28.56	29.43	30.29	31.16	32.03	32.88	33.75
6	B	19.29	19.94	20.58	21.22	21.87	22.51	23.15	23.79	24.44	25.08
	O	28.94	29.91	30.87	31.83	32.81	33.77	34.73	35.69	36.66	37.62
7	B	21.44	22.15	22.87	23.58	24.30	25.01	25.72	26.44	27.15	27.87
	O	32.16	33.23	34.31	35.37	36.45	37.52	38.58	39.66	40.73	41.81
8	B	23.74	24.53	25.33	26.12	26.91	27.70	28.49	29.28	30.07	30.87
	O	35.61	36.80	38.00	39.18	40.37	41.55	42.74	43.32	43.32	43.32
9	B	26.22	27.10	27.97	28.85	29.72	30.60	31.47	32.34	33.22	34.09
	O	39.33	40.65	41.96	43.28	43.32	43.32	43.32	43.32	43.32	43.32
10	B	28.88	29.84	30.80	31.77	32.73	33.69	34.66	35.62	36.58	37.54
	O	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32
11	B	31.73	32.79	33.84	34.90	35.96	37.02	38.07	39.13	40.19	41.25
	O	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32
12	B	38.03	39.30	40.57	41.83	43.10	44.37	45.64	46.90	48.17	49.44
	O	43.32	43.32	43.32	43.32	43.32	44.37	45.64	46.90	48.17	49.44
13	B	45.22	46.73	48.24	49.74	51.25	52.76	54.27	55.77	57.28	58.79
	O	45.22	46.73	48.24	49.74	51.25	52.76	54.27	55.77	57.28	58.79
14	B	53.44	55.22	57.00	58.78	60.56	62.34	64.13	65.91	67.69	69.47
	O	53.44	55.22	57.00	58.78	60.56	62.34	64.13	65.91	67.69	69.47
15	B	62.86	64.95	67.05	69.14	71.24	73.34	75.43	77.53	79.62	81.72
	O	62.86	64.95	67.05	69.14	71.24	73.34	75.43	77.53	79.62	81.72

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/>

SALARY TABLE 2020-SAC
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.37%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV
TOTAL INCREASE: 3.24%
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	\$ 11.83	\$ 12.23	\$ 12.62	\$ 13.01	\$ 13.41	\$ 13.64	\$ 14.03	\$ 14.42	\$ 14.44	\$ 14.80
	O	17.75	18.35	18.93	19.52	20.12	20.46	21.05	21.63	21.66	22.20
2	B	13.31	13.62	14.06	14.44	14.60	15.03	15.46	15.89	16.31	16.74
	O	19.97	20.43	21.09	21.66	21.90	22.55	23.19	23.84	24.47	25.11
3	B	14.52	15.00	15.49	15.97	16.45	16.94	17.42	17.90	18.39	18.87
	O	21.78	22.50	23.24	23.96	24.68	25.41	26.13	26.85	27.59	28.31
4	B	16.30	16.84	17.38	17.93	18.47	19.01	19.56	20.10	20.64	21.19
	O	24.45	25.26	26.07	26.90	27.71	28.52	29.34	30.15	30.96	31.79
5	B	18.23	18.84	19.45	20.06	20.67	21.27	21.88	22.49	23.10	23.71
	O	27.35	28.26	29.18	30.09	31.01	31.91	32.82	33.74	34.65	35.57
6	B	20.33	21.00	21.68	22.36	23.04	23.71	24.39	25.07	25.75	26.42
	O	30.50	31.50	32.52	33.54	34.56	35.57	36.59	37.61	38.63	39.63
7	B	22.59	23.34	24.09	24.84	25.60	26.35	27.10	27.85	28.61	29.36
	O	33.89	35.01	36.14	37.26	38.40	39.53	40.65	41.78	42.92	44.04
8	B	25.01	25.85	26.68	27.52	28.35	29.18	30.02	30.85	31.68	32.52
	O	37.52	38.78	40.02	41.28	42.53	43.77	45.03	45.63	45.63	45.63
9	B	27.63	28.55	29.47	30.39	31.31	32.23	33.15	34.07	35.00	35.92
	O	41.45	42.83	44.21	45.59	45.63	45.63	45.63	45.63	45.63	45.63
10	B	30.42	31.44	32.45	33.47	34.48	35.50	36.51	37.52	38.54	39.55
	O	45.63	45.63	45.63	45.63	45.63	45.63	45.63	45.63	45.63	45.63
11	B	33.43	34.54	35.66	36.77	37.88	39.00	40.11	41.23	42.34	43.45
	O	45.63	45.63	45.63	45.63	45.63	45.63	45.63	45.63	45.63	45.63
12	B	40.06	41.40	42.74	44.07	45.41	46.74	48.08	49.41	50.75	52.09
	O	45.63	45.63	45.63	45.63	45.63	46.74	48.08	49.41	50.75	52.09
13	B	47.64	49.23	50.82	52.41	54.00	55.58	57.17	58.76	60.35	61.94
	O	47.64	49.23	50.82	52.41	54.00	55.58	57.17	58.76	60.35	61.94
14	B	56.30	58.17	60.05	61.93	63.80	65.68	67.56	69.43	71.31	73.19
	O	56.30	58.17	60.05	61.93	63.80	65.68	67.56	69.43	71.31	73.19
15	B	66.22	68.43	70.64	72.85	75.05	77.26	79.47	81.68	81.84	81.84
	O	66.22	68.43	70.64	72.85	75.05	77.26	79.47	81.68	81.84	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/>

SALARY TABLE 2020-SO
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.77%
FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX
TOTAL INCREASE: 3.22%
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	\$ 10.93	\$ 11.30	\$ 11.66	\$ 12.03	\$ 12.39	\$ 12.60	\$ 12.96	\$ 13.32	\$ 13.34	\$ 13.68
	O	16.40	16.95	17.49	18.05	18.59	18.90	19.44	19.98	20.01	20.52
2	B	12.29	12.59	12.99	13.34	13.49	13.89	14.28	14.68	15.08	15.47
	O	18.44	18.89	19.49	20.01	20.24	20.84	21.42	22.02	22.62	23.21
3	B	13.41	13.86	14.31	14.76	15.20	15.65	16.10	16.54	16.99	17.44
	O	20.12	20.79	21.47	22.14	22.80	23.48	24.15	24.81	25.49	26.16
4	B	15.06	15.56	16.06	16.56	17.07	17.57	18.07	18.57	19.07	19.58
	O	22.59	23.34	24.09	24.84	25.61	26.36	27.11	27.86	28.61	29.37
5	B	16.85	17.41	17.97	18.53	19.10	19.66	20.22	20.78	21.34	21.90
	O	25.28	26.12	26.96	27.80	28.65	29.49	30.33	31.17	32.01	32.85
6	B	18.78	19.41	20.03	20.66	21.29	21.91	22.54	23.16	23.79	24.42
	O	28.17	29.12	30.05	30.99	31.94	32.87	33.81	34.74	35.69	36.63
7	B	20.87	21.57	22.26	22.96	23.65	24.35	25.04	25.74	26.43	27.13
	O	31.31	32.36	33.39	34.44	35.48	36.53	37.56	38.61	39.65	40.70
8	B	23.11	23.88	24.65	25.42	26.20	26.97	27.74	28.51	29.28	30.05
	O	34.67	35.82	36.98	38.13	39.30	40.46	41.61	42.77	42.17	42.17
9	B	25.53	26.38	27.23	28.08	28.93	29.78	30.63	31.49	32.34	33.19
	O	38.30	39.57	40.85	42.12	42.17	42.17	42.17	42.17	42.17	42.17
10	B	28.11	29.05	29.99	30.92	31.86	32.80	33.74	34.67	35.61	36.55
	O	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17
11	B	30.89	31.92	32.95	33.98	35.01	36.03	37.06	38.09	39.12	40.15
	O	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17
12	B	37.02	38.26	39.49	40.72	41.96	43.19	44.43	45.66	46.90	48.13
	O	42.17	42.17	42.17	42.17	42.17	43.19	44.43	45.66	46.90	48.13
13	B	44.02	45.49	46.96	48.43	49.89	51.36	52.83	54.30	55.76	57.23
	O	44.02	45.49	46.96	48.43	49.89	51.36	52.83	54.30	55.76	57.23
14	B	52.02	53.76	55.49	57.22	58.96	60.69	62.43	64.16	65.89	67.63
	O	52.02	53.76	55.49	57.22	58.96	60.69	62.43	64.16	65.89	67.63
15	B	61.19	63.23	65.27	67.31	69.35	71.39	73.43	75.47	77.51	79.55
	O	61.19	63.23	65.27	67.31	69.35	71.39	73.43	75.47	77.51	79.55

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/>

SALARY TABLE 2020-SD
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	14.91	15.41	15.90	16.40	16.90	17.39	17.89	18.39	18.88	19.38
	O	22.37	23.12	23.85	24.60	25.35	26.09	26.84	27.59	28.32	29.07
4	B	16.74	17.29	17.85	18.41	18.97	19.52	20.08	20.64	21.20	21.76
	O	25.11	25.94	26.78	27.62	28.46	29.28	30.12	30.96	31.80	32.64
5	B	18.72	19.35	19.97	20.60	21.22	21.85	22.47	23.09	23.72	24.34
	O	28.08	29.03	29.96	30.90	31.83	32.78	33.71	34.64	35.58	36.51
6	B	20.87	21.57	22.26	22.96	23.66	24.35	25.05	25.74	26.44	27.13
	O	31.31	32.36	33.39	34.44	35.49	36.53	37.58	38.61	39.66	40.70
7	B	23.19	23.97	24.74	25.51	26.29	27.06	27.83	28.60	29.38	30.15
	O	34.79	35.96	37.11	38.27	39.44	40.59	41.75	42.90	44.07	45.23
8	B	25.69	26.54	27.40	28.26	29.11	29.97	30.82	31.68	32.54	33.39
	O	38.54	39.81	41.10	42.39	43.67	44.96	46.23	46.86	46.86	46.86
9	B	28.37	29.32	30.26	31.21	32.15	33.10	34.05	34.99	35.94	36.88
	O	42.56	43.98	45.39	46.82	46.86	46.86	46.86	46.86	46.86	46.86
10	B	31.24	32.28	33.33	34.37	35.41	36.45	37.49	38.53	39.57	40.62
	O	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86
11	B	34.33	35.47	36.61	37.76	38.90	40.05	41.19	42.33	43.48	44.62
	O	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86	46.86
12	B	41.14	42.51	43.89	45.26	46.63	48.00	49.37	50.74	52.12	53.49
	O	46.86	46.86	46.86	46.86	46.86	48.00	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)).

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/>

SALARY TABLE 2020-SF
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 41.44%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 3.40%
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	\$ 13.24	\$ 13.69	\$ 14.13	\$ 14.57	\$ 15.01	\$ 15.26	\$ 15.70	\$ 16.14	\$ 16.16	\$ 16.57
	O	19.86	20.54	21.20	21.86	22.52	22.89	23.55	24.21	24.24	24.86
2	B	14.89	15.25	15.74	16.16	16.34	16.82	17.30	17.78	18.26	18.74
	O	22.34	22.88	23.61	24.24	24.51	25.23	25.95	26.67	27.39	28.11
3	B	16.25	16.79	17.33	17.87	18.41	18.96	19.50	20.04	20.58	21.12
	O	24.38	25.19	26.00	26.81	27.62	28.44	29.25	30.06	30.87	31.68
4	B	18.24	18.85	19.46	20.06	20.67	21.28	21.89	22.50	23.10	23.71
	O	27.36	28.28	29.19	30.09	31.01	31.92	32.84	33.75	34.65	35.57
5	B	20.41	21.09	21.77	22.45	23.13	23.81	24.49	25.17	25.85	26.53
	O	30.62	31.64	32.66	33.68	34.70	35.72	36.74	37.76	38.78	39.80
6	B	22.75	23.51	24.27	25.02	25.78	26.54	27.30	28.06	28.82	29.57
	O	34.13	35.27	36.41	37.53	38.67	39.81	40.95	42.09	43.23	44.36
7	B	25.28	26.12	26.96	27.81	28.65	29.49	30.33	31.18	32.02	32.86
	O	37.92	39.18	40.44	41.72	42.98	44.24	45.50	46.77	48.03	49.29
8	B	28.00	28.93	29.86	30.80	31.73	32.66	33.60	34.53	35.46	36.40
	O	42.00	43.40	44.79	46.20	47.60	48.99	50.40	51.08	51.08	51.08
9	B	30.92	31.95	32.98	34.01	35.05	36.08	37.11	38.14	39.17	40.20
	O	46.38	47.93	49.47	51.02	51.08	51.08	51.08	51.08	51.08	51.08
10	B	34.05	35.19	36.32	37.46	38.59	39.73	40.86	42.00	43.13	44.27
	O	51.08	51.08	51.08	51.08	51.08	51.08	51.08	51.08	51.08	51.08
11	B	37.41	38.66	39.91	41.15	42.40	43.65	44.90	46.14	47.39	48.64
	O	51.08	51.08	51.08	51.08	51.08	51.08	51.08	51.08	51.08	51.08
12	B	44.84	46.34	47.83	49.33	50.82	52.32	53.81	55.31	56.80	58.30
	O	51.08	51.08	51.08	51.08	51.08	52.32	53.81	55.31	56.80	58.30
13	B	53.32	55.10	56.88	58.66	60.43	62.21	63.99	65.77	67.54	69.32
	O	53.32	55.10	56.88	58.66	60.43	62.21	63.99	65.77	67.54	69.32
14	B	63.01	65.11	67.21	69.31	71.41	73.51	75.61	77.71	79.81	81.84
	O	63.01	65.11	67.21	69.31	71.41	73.51	75.61	77.71	79.81	81.84
15	B	74.12	76.59	79.06	81.53	81.84	81.84	81.84	81.84	81.84	81.84
	O	74.12	76.59	79.06	81.53	81.84	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)).

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/>

SALARY TABLE 2020-SEA
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.02%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA
TOTAL INCREASE: 3.40%
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	\$ 11.89	\$ 12.29	\$ 12.69	\$ 13.08	\$ 13.48	\$ 13.71	\$ 14.10	\$ 14.49	\$ 14.51	\$ 14.88
	O	17.84	18.44	19.04	19.62	20.22	20.57	21.15	21.74	21.77	22.32
2	B	13.37	13.69	14.14	14.51	14.67	15.10	15.54	15.97	16.40	16.83
	O	20.06	20.54	21.21	21.77	22.01	22.65	23.31	23.96	24.60	25.25
3	B	14.59	15.08	15.56	16.05	16.54	17.02	17.51	18.00	18.48	18.97
	O	21.89	22.62	23.34	24.08	24.81	25.53	26.27	27.00	27.72	28.46
4	B	16.38	16.93	17.47	18.02	18.56	19.11	19.66	20.20	20.75	21.29
	O	24.57	25.40	26.21	27.03	27.84	28.67	29.49	30.30	31.13	31.94
5	B	18.33	18.94	19.55	20.16	20.77	21.38	21.99	22.60	23.22	23.83
	O	27.50	28.41	29.33	30.24	31.16	32.07	32.99	33.90	34.83	35.75
6	B	20.43	21.11	21.79	22.47	23.15	23.84	24.52	25.20	25.88	26.56
	O	30.65	31.67	32.69	33.71	34.73	35.76	36.78	37.80	38.82	39.84
7	B	22.70	23.46	24.22	24.97	25.73	26.48	27.24	28.00	28.75	29.51
	O	34.05	35.19	36.33	37.46	38.60	39.72	40.86	42.00	43.13	44.27
8	B	25.14	25.98	26.82	27.66	28.49	29.33	30.17	31.01	31.85	32.69
	O	37.71	38.97	40.23	41.49	42.74	44.00	45.26	45.87	45.87	45.87
9	B	27.77	28.70	29.62	30.55	31.47	32.40	33.32	34.25	35.18	36.10
	O	41.66	43.05	44.43	45.83	45.87	45.87	45.87	45.87	45.87	45.87
10	B	30.58	31.60	32.62	33.64	34.66	35.68	36.70	37.72	38.74	39.76
	O	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87
11	B	33.60	34.72	35.84	36.96	38.08	39.20	40.32	41.44	42.56	43.68
	O	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87	45.87
12	B	40.27	41.61	42.96	44.30	45.64	46.98	48.33	49.67	51.01	52.35
	O	45.87	45.87	45.87	45.87	45.87	46.98	48.33	49.67	51.01	52.35
13	B	47.89	49.48	51.08	52.68	54.27	55.87	57.47	59.06	60.66	62.25
	O	47.89	49.48	51.08	52.68	54.27	55.87	57.47	59.06	60.66	62.25
14	B	56.59	58.47	60.36	62.25	64.13	66.02	67.90	69.79	71.68	73.56
	O	56.59	58.47	60.36	62.25	64.13	66.02	67.90	69.79	71.68	73.56
15	B	66.56	68.78	71.00	73.22	75.44	77.66	79.88	81.84	81.84	81.84
	O	66.56	68.78	71.00	73.22	75.44	77.66	79.88	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)).

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/>

SALARY TABLE 2020-SL
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.65%
FOR THE LOCALITY PAY AREA OF ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL
TOTAL INCREASE: 3.13%
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	\$ 11.02	\$ 11.39	\$ 11.75	\$ 12.12	\$ 12.48	\$ 12.70	\$ 13.06	\$ 13.42	\$ 13.44	\$ 13.78
	O	16.53	17.09	17.63	18.18	18.72	19.05	19.59	20.13	20.16	20.67
2	B	12.39	12.68	13.09	13.44	13.59	13.99	14.39	14.79	15.19	15.59
	O	18.59	19.02	19.64	20.16	20.39	20.99	21.59	22.19	22.79	23.39
3	B	13.52	13.97	14.42	14.87	15.32	15.77	16.22	16.67	17.12	17.57
	O	20.28	20.96	21.63	22.31	22.98	23.66	24.33	25.01	25.68	26.36
4	B	15.17	15.68	16.18	16.69	17.20	17.70	18.21	18.71	19.22	19.72
	O	22.76	23.52	24.27	25.04	25.80	26.55	27.32	28.07	28.83	29.58
5	B	16.98	17.54	18.11	18.67	19.24	19.81	20.37	20.94	21.50	22.07
	O	25.47	26.31	27.17	28.01	28.86	29.72	30.56	31.41	32.25	33.11
6	B	18.92	19.55	20.18	20.82	21.45	22.08	22.71	23.34	23.97	24.60
	O	28.38	29.33	30.27	31.23	32.18	33.12	34.07	35.01	35.96	36.90
7	B	21.03	21.73	22.43	23.13	23.83	24.53	25.23	25.93	26.63	27.33
	O	31.55	32.60	33.65	34.70	35.75	36.80	37.85	38.90	39.95	41.00
8	B	23.29	24.06	24.84	25.62	26.39	27.17	27.94	28.72	29.50	30.27
	O	34.94	36.09	37.26	38.43	39.59	40.76	41.91	42.48	42.48	42.48
9	B	25.72	26.58	27.44	28.29	29.15	30.01	30.87	31.72	32.58	33.44
	O	38.58	39.87	41.16	42.44	42.48	42.48	42.48	42.48	42.48	42.48
10	B	28.32	29.27	30.21	31.16	32.10	33.05	33.99	34.93	35.88	36.82
	O	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48
11	B	31.12	32.16	33.19	34.23	35.27	36.31	37.34	38.38	39.42	40.46
	O	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48	42.48
12	B	37.30	38.54	39.79	41.03	42.27	43.52	44.76	46.01	47.25	48.49
	O	42.48	42.48	42.48	42.48	42.48	43.52	44.76	46.01	47.25	48.49
13	B	44.35	45.83	47.31	48.79	50.27	51.75	53.23	54.71	56.18	57.66
	O	44.35	45.83	47.31	48.79	50.27	51.75	53.23	54.71	56.18	57.66
14	B	52.41	54.16	55.91	57.65	59.40	61.15	62.90	64.64	66.39	68.14
	O	52.41	54.16	55.91	57.65	59.40	61.15	62.90	64.64	66.39	68.14
15	B	61.65	63.71	65.76	67.82	69.87	71.93	73.98	76.04	78.10	80.15
	O	61.65	63.71	65.76	67.82	69.87	71.93	73.98	76.04	78.10	80.15

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/>

SALARY TABLE 2020-TU
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.19%
FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ
TOTAL INCREASE: 3.05%
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	\$ 10.97	\$ 11.34	\$ 11.71	\$ 12.07	\$ 12.43	\$ 12.65	\$ 13.01	\$ 13.37	\$ 13.39	\$ 13.73
	O	16.46	17.01	17.57	18.11	18.65	18.98	19.52	20.06	20.09	20.60
2	B	12.34	12.63	13.04	13.39	13.54	13.94	14.33	14.73	15.13	15.53
	O	18.51	18.95	19.56	20.09	20.31	20.91	21.50	22.10	22.70	23.30
3	B	13.46	13.91	14.36	14.81	15.26	15.71	16.16	16.60	17.05	17.50
	O	20.19	20.87	21.54	22.22	22.89	23.57	24.24	24.90	25.58	26.25
4	B	15.11	15.62	16.12	16.62	17.13	17.63	18.14	18.64	19.14	19.65
	O	22.67	23.43	24.18	24.93	25.70	26.45	27.21	27.96	28.71	29.48
5	B	16.91	17.47	18.04	18.60	19.16	19.73	20.29	20.86	21.42	21.98
	O	25.37	26.21	27.06	27.90	28.74	29.60	30.44	31.29	32.13	32.97
6	B	18.85	19.48	20.11	20.73	21.36	21.99	22.62	23.25	23.88	24.50
	O	28.28	29.22	30.17	31.10	32.04	32.99	33.93	34.88	35.82	36.75
7	B	20.95	21.64	22.34	23.04	23.74	24.44	25.13	25.83	26.53	27.23
	O	31.43	32.46	33.51	34.56	35.61	36.66	37.70	38.75	39.80	40.85
8	B	23.20	23.97	24.74	25.52	26.29	27.06	27.84	28.61	29.38	30.16
	O	34.80	35.96	37.11	38.28	39.44	40.59	41.76	42.32	42.32	42.32
9	B	25.62	26.47	27.33	28.18	29.04	29.89	30.75	31.60	32.45	33.31
	O	38.43	39.71	41.00	42.27	42.32	42.32	42.32	42.32	42.32	42.32
10	B	28.21	29.15	30.10	31.04	31.98	32.92	33.86	34.80	35.74	36.68
	O	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32
11	B	31.00	32.03	33.06	34.10	35.13	36.16	37.20	38.23	39.26	40.30
	O	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32	42.32
12	B	37.15	38.39	39.63	40.87	42.11	43.35	44.59	45.83	47.06	48.30
	O	42.32	42.32	42.32	42.32	42.32	43.35	44.59	45.83	47.06	48.30
13	B	44.18	45.65	47.13	48.60	50.07	51.55	53.02	54.49	55.96	57.44
	O	44.18	45.65	47.13	48.60	50.07	51.55	53.02	54.49	55.96	57.44
14	B	52.21	53.95	55.69	57.43	59.17	60.91	62.65	64.39	66.13	67.87
	O	52.21	53.95	55.69	57.43	59.17	60.91	62.65	64.39	66.13	67.87
15	B	61.41	63.46	65.51	67.55	69.60	71.65	73.70	75.74	77.79	79.84
	O	61.41	63.46	65.51	67.55	69.60	71.65	73.70	75.74	77.79	79.84

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/>

SALARY TABLE 2020-VB
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.51%
FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC
TOTAL INCREASE: 3.13%
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	\$ 10.91	\$ 11.28	\$ 11.64	\$ 12.00	\$ 12.36	\$ 12.57	\$ 12.93	\$ 13.29	\$ 13.31	\$ 13.65
	O	16.37	16.92	17.46	18.00	18.54	18.86	19.40	19.94	19.97	20.48
2	B	12.27	12.56	12.97	13.31	13.46	13.85	14.25	14.65	15.04	15.44
	O	18.41	18.84	19.46	19.97	20.19	20.78	21.38	21.98	22.56	23.16
3	B	13.38	13.83	14.28	14.72	15.17	15.62	16.06	16.51	16.95	17.40
	O	20.07	20.75	21.42	22.08	22.76	23.43	24.09	24.77	25.43	26.10
4	B	15.03	15.53	16.03	16.53	17.03	17.53	18.03	18.53	19.03	19.53
	O	22.55	23.30	24.05	24.80	25.55	26.30	27.05	27.80	28.55	29.30
5	B	16.81	17.37	17.93	18.49	19.05	19.61	20.17	20.73	21.30	21.86
	O	25.22	26.06	26.90	27.74	28.58	29.42	30.26	31.10	31.95	32.79
6	B	18.74	19.36	19.99	20.61	21.24	21.86	22.49	23.11	23.74	24.36
	O	28.11	29.04	29.99	30.92	31.86	32.79	33.74	34.67	35.61	36.54
7	B	20.82	21.52	22.21	22.91	23.60	24.29	24.99	25.68	26.38	27.07
	O	31.23	32.28	33.32	34.37	35.40	36.44	37.49	38.52	39.57	40.61
8	B	23.06	23.83	24.60	25.37	26.14	26.91	27.67	28.44	29.21	29.98
	O	34.59	35.75	36.90	38.06	39.21	40.37	41.51	42.08	42.08	42.08
9	B	25.47	26.32	27.17	28.02	28.87	29.72	30.57	31.42	32.26	33.11
	O	38.21	39.48	40.76	42.03	42.08	42.08	42.08	42.08	42.08	42.08
10	B	28.05	28.99	29.92	30.86	31.79	32.73	33.66	34.60	35.53	36.47
	O	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08
11	B	30.82	31.85	32.87	33.90	34.93	35.95	36.98	38.01	39.04	40.06
	O	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08
12	B	36.94	38.17	39.40	40.63	41.86	43.10	44.33	45.56	46.79	48.02
	O	42.08	42.08	42.08	42.08	42.08	43.10	44.33	45.56	46.79	48.02
13	B	43.92	45.39	46.85	48.32	49.78	51.25	52.71	54.18	55.64	57.10
	O	43.92	45.39	46.85	48.32	49.78	51.25	52.71	54.18	55.64	57.10
14	B	51.91	53.64	55.37	57.10	58.83	60.56	62.29	64.02	65.75	67.48
	O	51.91	53.64	55.37	57.10	58.83	60.56	62.29	64.02	65.75	67.48
15	B	61.06	63.09	65.13	67.16	69.20	71.23	73.27	75.30	77.34	79.37
	O	61.06	63.09	65.13	67.16	69.20	71.23	73.27	75.30	77.34	79.37

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/>

SALARY TABLE 2020-DCB
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.48%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
TOTAL INCREASE: 3.52%
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	\$ 12.22	\$ 12.63	\$ 13.03	\$ 13.44	\$ 13.84	\$ 14.08	\$ 14.48	\$ 14.89	\$ 14.90	\$ 15.29
	O	18.33	18.95	19.55	20.16	20.76	21.12	21.72	22.34	22.35	22.94
2	B	13.74	14.07	14.52	14.90	15.07	15.52	15.96	16.40	16.85	17.29
	O	20.61	21.11	21.78	22.35	22.61	23.28	23.94	24.60	25.28	25.94
3	B	14.99	15.49	15.99	16.49	16.99	17.49	17.99	18.49	18.99	19.49
	O	22.49	23.24	23.99	24.74	25.49	26.24	26.99	27.74	28.49	29.24
4	B	16.83	17.39	17.95	18.51	19.07	19.63	20.19	20.75	21.31	21.87
	O	25.25	26.09	26.93	27.77	28.61	29.45	30.29	31.13	31.97	32.81
5	B	18.83	19.45	20.08	20.71	21.34	21.97	22.59	23.22	23.85	24.48
	O	28.25	29.18	30.12	31.07	32.01	32.96	33.89	34.83	35.78	36.72
6	B	20.99	21.69	22.39	23.08	23.78	24.48	25.18	25.88	26.58	27.28
	O	31.49	32.54	33.59	34.62	35.67	36.72	37.77	38.82	39.87	40.92
7	B	23.32	24.10	24.87	25.65	26.43	27.21	27.98	28.76	29.54	30.31
	O	34.98	36.15	37.31	38.48	39.65	40.82	41.97	43.14	44.31	45.47
8	B	25.83	26.69	27.55	28.41	29.27	30.13	30.99	31.85	32.71	33.58
	O	38.75	40.04	41.33	42.62	43.91	45.20	46.49	47.12	47.12	47.12
9	B	28.53	29.48	30.43	31.38	32.33	33.28	34.23	35.18	36.13	37.08
	O	42.80	44.22	45.65	47.07	47.12	47.12	47.12	47.12	47.12	47.12
10	B	31.41	32.46	33.51	34.56	35.60	36.65	37.70	38.74	39.79	40.84
	O	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12
11	B	34.51	35.66	36.81	37.97	39.12	40.27	41.42	42.57	43.72	44.87
	O	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12
12	B	41.37	42.75	44.13	45.51	46.88	48.26	49.64	51.02	52.40	53.78
	O	47.12	47.12	47.12	47.12	47.12	48.26	49.64	51.02	52.40	53.78
13	B	49.19	50.83	52.47	54.11	55.75	57.39	59.03	60.67	62.31	63.95
	O	49.19	50.83	52.47	54.11	55.75	57.39	59.03	60.67	62.31	63.95
14	B	58.13	60.07	62.00	63.94	65.88	67.82	69.75	71.69	73.63	75.57
	O	58.13	60.07	62.00	63.94	65.88	67.82	69.75	71.69	73.63	75.57
15	B	68.38	70.66	72.93	75.21	77.49	79.77	81.84	81.84	81.84	81.84
	O	68.38	70.66	72.93	75.21	77.49	79.77	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)).

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/>

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/>

SALARY TABLE 2020-AK
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.67%
STATE OF ALASKA
TOTAL INCREASE: 3.22%
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	\$ 12.14	\$ 12.55	\$ 12.95	\$ 13.35	\$ 13.76	\$ 13.99	\$ 14.39	\$ 14.80	\$ 14.81	\$ 15.19
	O	18.21	18.83	19.43	20.03	20.64	20.99	21.59	22.20	22.22	22.79
2	B	13.65	13.98	14.43	14.81	14.98	15.42	15.86	16.30	16.74	17.18
	O	20.48	20.97	21.65	22.22	22.47	23.13	23.79	24.45	25.11	25.77
3	B	14.90	15.39	15.89	16.39	16.88	17.38	17.88	18.37	18.87	19.36
	O	22.35	23.09	23.84	24.59	25.32	26.07	26.82	27.56	28.31	29.04
4	B	16.72	17.28	17.84	18.39	18.95	19.51	20.07	20.62	21.18	21.74
	O	25.08	25.92	26.76	27.59	28.43	29.27	30.11	30.93	31.77	32.61
5	B	18.71	19.33	19.96	20.58	21.21	21.83	22.45	23.08	23.70	24.32
	O	28.07	29.00	29.94	30.87	31.82	32.75	33.68	34.62	35.55	36.48
6	B	20.86	21.55	22.25	22.94	23.64	24.33	25.03	25.72	26.42	27.11
	O	31.29	32.33	33.38	34.41	35.46	36.50	37.55	38.58	39.63	40.67
7	B	23.18	23.95	24.72	25.49	26.26	27.04	27.81	28.58	29.35	30.13
	O	34.77	35.93	37.08	38.24	39.39	40.56	41.72	42.87	44.03	45.20
8	B	25.67	26.52	27.38	28.23	29.09	29.94	30.80	31.66	32.51	33.37
	O	38.51	39.78	41.07	42.35	43.64	44.91	46.20	46.83	46.83	46.83
9	B	28.35	29.29	30.24	31.18	32.13	33.07	34.02	34.96	35.91	36.85
	O	42.53	43.94	45.36	46.77	46.83	46.83	46.83	46.83	46.83	46.83
10	B	31.22	32.26	33.30	34.34	35.38	36.42	37.46	38.50	39.54	40.59
	O	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83
11	B	34.30	35.44	36.59	37.73	38.87	40.02	41.16	42.30	43.45	44.59
	O	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83	46.83
12	B	41.11	42.48	43.85	45.22	46.59	47.96	49.33	50.71	52.08	53.45
	O	46.83	46.83	46.83	46.83	46.83	47.96	49.33	50.71	52.08	53.45
13	B	48.89	50.52	52.15	53.78	55.41	57.03	58.66	60.29	61.92	63.55
	O	48.89	50.52	52.15	53.78	55.41	57.03	58.66	60.29	61.92	63.55
14	B	57.77	59.69	61.62	63.55	65.47	67.40	69.32	71.25	73.17	75.10
	O	57.77	59.69	61.62	63.55	65.47	67.40	69.32	71.25	73.17	75.10
15	B	67.95	70.22	72.48	74.75	77.01	79.28	81.54	81.84	81.84	81.84
	O	67.95	70.22	72.48	74.75	77.01	79.28	81.54	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)).

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/>

SALARY TABLE 2020-HI
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.56%
STATE OF HAWAII
TOTAL INCREASE: 3.10%
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	\$ 11.20	\$ 11.57	\$ 11.94	\$ 12.31	\$ 12.69	\$ 12.90	\$ 13.27	\$ 13.64	\$ 13.66	\$ 14.01
	O	16.80	17.36	17.91	18.47	19.04	19.35	19.91	20.46	20.49	21.02
2	B	12.59	12.89	13.31	13.66	13.81	14.22	14.62	15.03	15.44	15.84
	O	18.89	19.34	19.97	20.49	20.72	21.33	21.93	22.55	23.16	23.76
3	B	13.74	14.19	14.65	15.11	15.57	16.02	16.48	16.94	17.40	17.85
	O	20.61	21.29	21.98	22.67	23.36	24.03	24.72	25.41	26.10	26.78
4	B	15.42	15.93	16.45	16.96	17.47	17.99	18.50	19.02	19.53	20.04
	O	23.13	23.90	24.68	25.44	26.21	26.99	27.75	28.53	29.30	30.06
5	B	17.25	17.83	18.40	18.98	19.55	20.13	20.70	21.28	21.85	22.43
	O	25.88	26.75	27.60	28.47	29.33	30.20	31.05	31.92	32.78	33.65
6	B	19.23	19.87	20.51	21.15	21.79	22.44	23.08	23.72	24.36	25.00
	O	28.85	29.81	30.77	31.73	32.69	33.66	34.62	35.58	36.54	37.50
7	B	21.37	22.08	22.79	23.51	24.22	24.93	25.64	26.35	27.07	27.78
	O	32.06	33.12	34.19	35.27	36.33	37.40	38.46	39.53	40.61	41.67
8	B	23.67	24.45	25.24	26.03	26.82	27.61	28.40	29.19	29.98	30.77
	O	35.51	36.68	37.86	39.05	40.23	41.42	42.60	43.77	43.77	43.77
9	B	26.14	27.01	27.88	28.75	29.62	30.50	31.37	32.24	33.11	33.98
	O	39.21	40.52	41.82	43.13	43.77	43.77	43.77	43.77	43.77	43.77
10	B	28.78	29.74	30.70	31.66	32.62	33.58	34.54	35.50	36.46	37.42
	O	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17
11	B	31.63	32.68	33.73	34.79	35.84	36.90	37.95	39.00	40.06	41.11
	O	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17	43.17
12	B	37.91	39.17	40.43	41.70	42.96	44.22	45.49	46.75	48.02	49.28
	O	43.17	43.17	43.17	43.17	43.17	44.22	45.49	46.75	48.02	49.28
13	B	45.07	46.58	48.08	49.58	51.09	52.59	54.09	55.59	57.10	58.60
	O	45.07	46.58	48.08	49.58	51.09	52.59	54.09	55.59	57.10	58.60
14	B	53.26	55.04	56.82	58.59	60.37	62.14	63.92	65.69	67.47	69.24
	O	53.26	55.04	56.82	58.59	60.37	62.14	63.92	65.69	67.47	69.24
15	B	62.65	64.74	66.83	68.92	71.01	73.10	75.19	77.27	79.36	81.45
	O	62.65	64.74	66.83	68.92	71.01	73.10	75.19	77.27	79.36	81.45

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/>