

**SALARY TABLE 2020-GS  
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE  
EFFECTIVE JANUARY 2020**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
1	\$ 19,543	\$ 20,198	\$ 20,848	\$ 21,494	\$ 22,144	\$ 22,524	\$ 23,166	\$ 23,814	\$ 23,840	\$ 24,448	VARIES
2	21,974	22,497	23,225	23,840	24,108	24,817	25,526	26,235	26,944	27,653	VARIES
3	23,976	24,775	25,574	26,373	27,172	27,971	28,770	29,569	30,368	31,167	799
4	26,915	27,812	28,709	29,606	30,503	31,400	32,297	33,194	34,091	34,988	897
5	30,113	31,117	32,121	33,125	34,129	35,133	36,137	37,141	38,145	39,149	1,004
6	33,567	34,686	35,805	36,924	38,043	39,162	40,281	41,400	42,519	43,638	1,119
7	37,301	38,544	39,787	41,030	42,273	43,516	44,759	46,002	47,245	48,488	1,243
8	41,310	42,687	44,064	45,441	46,818	48,195	49,572	50,949	52,326	53,703	1,377
9	45,627	47,148	48,669	50,190	51,711	53,232	54,753	56,274	57,795	59,316	1,521
10	50,246	51,921	53,596	55,271	56,946	58,621	60,296	61,971	63,646	65,321	1,675
11	55,204	57,044	58,884	60,724	62,564	64,404	66,244	68,084	69,924	71,764	1,840
12	66,167	68,373	70,579	72,785	74,991	77,197	79,403	81,609	83,815	86,021	2,206
13	78,681	81,304	83,927	86,550	89,173	91,796	94,419	97,042	99,665	102,288	2,623
14	92,977	96,076	99,175	102,274	105,373	108,472	111,571	114,670	117,769	120,868	3,099
15	109,366	113,012	116,658	120,304	123,950	127,596	131,242	134,888	138,534	142,180	3,646

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,037	\$ 23,809	\$ 24,576	\$ 25,337	\$ 26,103	\$ 26,551	\$ 27,308	\$ 28,072	\$ 28,103	\$ 28,819
2	25,903	26,519	27,378	28,103	28,419	29,254	30,090	30,926	31,762	32,597
3	28,263	29,205	30,147	31,088	32,030	32,972	33,914	34,856	35,798	36,740
4	31,727	32,785	33,842	34,900	35,957	37,014	38,072	39,129	40,186	41,244
5	35,497	36,681	37,864	39,048	40,231	41,415	42,598	43,782	44,965	46,149
6	39,569	40,888	42,207	43,526	44,845	46,164	47,483	48,802	50,121	51,440
7	43,970	45,436	46,901	48,366	49,831	51,297	52,762	54,227	55,692	57,158
8	48,696	50,319	51,943	53,566	55,189	56,812	58,435	60,059	61,682	63,305
9	53,785	55,578	57,371	59,164	60,957	62,750	64,543	66,336	68,129	69,922
10	59,230	61,204	63,179	65,153	67,128	69,102	71,077	73,051	75,026	77,000
11	65,074	67,243	69,412	71,581	73,750	75,919	78,088	80,257	82,426	84,595
12	77,998	80,598	83,199	85,799	88,399	91,000	93,600	96,201	98,801	101,402
13	92,749	95,841	98,933	102,025	105,117	108,209	111,301	114,393	117,485	120,577
14	109,601	113,254	116,907	120,561	124,214	127,867	131,520	135,173	138,826	142,479
15	128,921	133,219	137,516	141,814	146,112	150,410	154,708	159,006	163,304	167,602

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,803	\$ 23,567	\$ 24,325	\$ 25,079	\$ 25,838	\$ 26,281	\$ 27,030	\$ 27,786	\$ 27,817	\$ 28,526
2	25,639	26,249	27,099	27,817	28,129	28,956	29,784	30,611	31,438	32,266
3	27,975	28,907	29,840	30,772	31,704	32,637	33,569	34,501	35,433	36,366
4	31,404	32,451	33,498	34,544	35,591	36,638	37,684	38,731	39,777	40,824
5	35,136	36,307	37,479	38,650	39,822	40,993	42,165	43,336	44,508	45,679
6	39,166	40,472	41,777	43,083	44,389	45,694	47,000	48,306	49,611	50,917
7	43,523	44,973	46,423	47,874	49,324	50,774	52,225	53,675	55,125	56,576
8	48,201	49,807	51,414	53,021	54,627	56,234	57,841	59,447	61,054	62,661
9	53,238	55,012	56,787	58,562	60,336	62,111	63,886	65,661	67,435	69,210
10	58,627	60,581	62,536	64,490	66,445	68,399	70,353	72,308	74,262	76,217
11	64,412	66,559	68,706	70,853	73,000	75,147	77,293	79,440	81,587	83,734
12	77,204	79,778	82,352	84,926	87,499	90,073	92,647	95,221	97,795	100,369
13	91,805	94,866	97,926	100,987	104,047	107,108	110,168	113,229	116,289	119,350
14	108,486	112,101	115,717	119,333	122,949	126,565	130,181	133,797	137,413	141,029
15	127,608	131,862	136,117	140,371	144,625	148,879	153,133	157,387	161,641	165,896

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,874	\$ 24,674	\$ 25,468	\$ 26,257	\$ 27,051	\$ 27,515	\$ 28,300	\$ 29,091	\$ 29,123	\$ 29,866
2	26,843	27,482	28,372	29,123	29,450	30,316	31,183	32,049	32,915	33,781
3	29,289	30,265	31,241	32,217	33,193	34,169	35,145	36,121	37,098	38,074
4	32,879	33,975	35,071	36,167	37,262	38,358	39,454	40,550	41,646	42,741
5	36,786	38,013	39,239	40,466	41,692	42,918	44,145	45,371	46,598	47,824
6	41,005	42,372	43,739	45,106	46,473	47,840	49,207	50,574	51,941	53,308
7	45,567	47,085	48,604	50,122	51,641	53,159	54,678	56,196	57,714	59,233
8	50,464	52,146	53,829	55,511	57,193	58,875	60,557	62,239	63,921	65,604
9	55,738	57,596	59,454	61,312	63,170	65,028	66,886	68,744	70,602	72,460
10	61,381	63,427	65,473	67,519	69,565	71,611	73,658	75,704	77,750	79,796
11	67,437	69,685	71,933	74,180	76,428	78,676	80,924	83,171	85,419	87,667
12	80,830	83,524	86,219	88,914	91,609	94,304	96,999	99,694	102,388	105,083
13	96,117	99,321	102,525	105,729	108,934	112,138	115,342	118,547	121,751	124,955
14	113,581	117,366	121,152	124,938	128,724	132,509	136,295	140,081	143,867	147,652
15	133,602	138,055	142,509	146,963	151,417	155,871	160,325	164,779	169,233	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,094	\$ 23,868	\$ 24,636	\$ 25,399	\$ 26,168	\$ 26,617	\$ 27,375	\$ 28,141	\$ 28,172	\$ 28,890
2	25,967	26,585	27,445	28,172	28,488	29,326	30,164	31,002	31,840	32,678
3	28,332	29,277	30,221	31,165	32,109	33,053	33,998	34,942	35,886	36,830
4	31,805	32,865	33,925	34,985	36,045	37,105	38,165	39,225	40,285	41,345
5	35,585	36,771	37,957	39,144	40,330	41,517	42,703	43,890	45,076	46,262
6	39,666	40,988	42,311	43,633	44,955	46,278	47,600	48,922	50,245	51,567
7	44,079	45,547	47,016	48,485	49,954	51,423	52,892	54,361	55,829	57,298
8	48,816	50,443	52,070	53,698	55,325	56,952	58,579	60,206	61,834	63,461
9	53,917	55,715	57,512	59,310	61,107	62,904	64,702	66,499	68,296	70,094
10	59,376	61,355	63,334	65,314	67,293	69,272	71,252	73,231	75,210	77,190
11	65,235	67,409	69,583	71,758	73,932	76,106	78,281	80,455	82,629	84,804
12	78,190	80,796	83,403	86,010	88,617	91,224	93,831	96,437	99,044	101,651
13	92,977	96,077	99,177	102,276	105,376	108,475	111,575	114,675	117,774	120,874
14	109,871	113,533	117,195	120,857	124,519	128,181	131,843	135,506	139,168	142,830
15	129,238	133,546	137,855	142,163	146,472	150,780	155,089	159,397	163,706	168,014

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,721	\$ 23,482	\$ 24,238	\$ 24,989	\$ 25,745	\$ 26,186	\$ 26,933	\$ 27,686	\$ 27,716	\$ 28,423
2	25,547	26,155	27,001	27,716	28,028	28,852	29,677	30,501	31,325	32,149
3	27,874	28,803	29,732	30,661	31,590	32,519	33,448	34,377	35,306	36,235
4	31,291	32,334	33,377	34,420	35,463	36,506	37,548	38,591	39,634	40,677
5	35,009	36,177	37,344	38,511	39,678	40,846	42,013	43,180	44,347	45,515
6	39,025	40,326	41,627	42,928	44,229	45,530	46,831	48,132	49,433	50,734
7	43,366	44,811	46,256	47,701	49,147	50,592	52,037	53,482	54,927	56,372
8	48,027	49,628	51,229	52,830	54,431	56,032	57,632	59,233	60,834	62,435
9	53,046	54,814	56,583	58,351	60,119	61,888	63,656	65,424	67,192	68,961
10	58,416	60,363	62,311	64,258	66,205	68,153	70,100	72,047	73,995	75,942
11	64,180	66,319	68,459	70,598	72,737	74,876	77,015	79,154	81,294	83,433
12	76,926	79,490	82,055	84,620	87,185	89,749	92,314	94,879	97,443	100,008
13	91,475	94,524	97,574	100,623	103,673	106,722	109,772	112,821	115,871	118,920
14	108,095	111,698	115,301	118,904	122,507	126,110	129,712	133,315	136,918	140,521
15	127,149	131,388	135,627	139,865	144,104	148,343	152,582	156,821	161,060	165,298

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,232	\$ 26,078	\$ 26,917	\$ 27,751	\$ 28,590	\$ 29,081	\$ 29,910	\$ 30,746	\$ 30,780	\$ 31,565
2	28,371	29,046	29,986	30,780	31,126	32,041	32,957	33,872	34,787	35,703
3	30,955	31,987	33,019	34,050	35,082	36,113	37,145	38,177	39,208	40,240
4	34,750	35,908	37,066	38,224	39,382	40,541	41,699	42,857	44,015	45,173
5	38,879	40,175	41,471	42,768	44,064	45,360	46,656	47,953	49,249	50,545
6	43,338	44,783	46,228	47,673	49,117	50,562	52,007	53,452	54,896	56,341
7	48,159	49,764	51,369	52,974	54,579	56,184	57,788	59,393	60,998	62,603
8	53,335	55,113	56,891	58,669	60,447	62,225	64,002	65,780	67,558	69,336
9	58,909	60,873	62,837	64,800	66,764	68,728	70,692	72,655	74,619	76,583
10	64,873	67,035	69,198	71,360	73,523	75,686	77,848	80,011	82,173	84,336
11	71,274	73,650	76,025	78,401	80,776	83,152	85,528	87,903	90,279	92,655
12	85,428	88,276	91,125	93,973	96,821	99,669	102,517	105,365	108,214	111,062
13	101,585	104,972	108,358	111,745	115,131	118,518	121,904	125,291	128,677	132,064
14	120,043	124,044	128,045	132,046	136,047	140,048	144,049	148,050	152,052	156,053
15	141,202	145,910	150,617	155,324	160,032	164,739	169,447	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,491	\$ 24,278	\$ 25,059	\$ 25,836	\$ 26,617	\$ 27,074	\$ 27,846	\$ 28,624	\$ 28,656	\$ 29,386
2	26,413	27,041	27,916	28,656	28,978	29,830	30,682	31,534	32,387	33,239
3	28,819	29,780	30,740	31,700	32,661	33,621	34,582	35,542	36,502	37,463
4	32,352	33,430	34,508	35,586	36,665	37,743	38,821	39,899	40,977	42,056
5	36,196	37,403	38,609	39,816	41,023	42,230	43,437	44,643	45,850	47,057
6	40,348	41,693	43,038	44,383	45,728	47,073	48,418	49,763	51,108	52,453
7	44,836	46,330	47,824	49,318	50,812	52,306	53,800	55,294	56,788	58,283
8	49,655	51,310	52,965	54,620	56,275	57,930	59,586	61,241	62,896	64,551
9	54,844	56,672	58,500	60,328	62,157	63,985	65,813	67,641	69,470	71,298
10	60,396	62,409	64,422	66,436	68,449	70,462	72,476	74,489	76,502	78,516
11	66,355	68,567	70,779	72,990	75,202	77,414	79,625	81,837	84,049	86,260
12	79,533	82,184	84,836	87,488	90,139	92,791	95,442	98,094	100,746	103,397
13	94,575	97,727	100,880	104,033	107,186	110,339	113,492	116,644	119,797	122,950
14	111,758	115,483	119,208	122,933	126,658	130,383	134,108	137,833	141,558	145,283
15	131,458	135,840	140,223	144,605	148,988	153,370	157,753	162,135	166,518	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,844	\$ 23,609	\$ 24,369	\$ 25,124	\$ 25,884	\$ 26,328	\$ 27,079	\$ 27,836	\$ 27,867	\$ 28,577
2	25,685	26,297	27,148	27,867	28,180	29,009	29,837	30,666	31,495	32,324
3	28,026	28,959	29,893	30,827	31,761	32,695	33,629	34,563	35,497	36,431
4	31,461	32,509	33,558	34,606	35,655	36,703	37,752	38,800	39,849	40,897
5	35,199	36,373	37,546	38,720	39,893	41,067	42,241	43,414	44,588	45,761
6	39,236	40,544	41,852	43,160	44,468	45,776	47,084	48,392	49,700	51,008
7	43,601	45,054	46,507	47,960	49,413	50,866	52,319	53,772	55,225	56,678
8	48,287	49,897	51,506	53,116	54,726	56,335	57,945	59,554	61,164	62,773
9	53,333	55,111	56,889	58,667	60,445	62,223	64,001	65,779	67,557	69,334
10	58,733	60,690	62,648	64,606	66,564	68,522	70,480	72,438	74,396	76,354
11	64,528	66,679	68,830	70,980	73,131	75,282	77,433	79,583	81,734	83,885
12	77,343	79,921	82,500	85,078	87,657	90,236	92,814	95,393	97,971	100,550
13	91,970	95,036	98,102	101,168	104,234	107,300	110,366	113,432	116,498	119,564
14	108,681	112,303	115,926	119,548	123,170	126,793	130,415	134,038	137,660	141,283
15	127,838	132,100	136,362	140,623	144,885	149,147	153,409	157,671	161,932	166,194

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,951	\$ 23,721	\$ 24,484	\$ 25,243	\$ 26,006	\$ 26,452	\$ 27,206	\$ 27,967	\$ 27,998	\$ 28,712
2	25,806	26,420	27,275	27,998	28,312	29,145	29,978	30,810	31,643	32,476
3	28,157	29,096	30,034	30,972	31,911	32,849	33,787	34,726	35,664	36,603
4	31,609	32,662	33,716	34,769	35,823	36,876	37,930	38,983	40,036	41,090
5	35,365	36,544	37,723	38,902	40,081	41,260	42,439	43,618	44,797	45,977
6	39,421	40,735	42,049	43,364	44,678	45,992	47,306	48,620	49,934	51,248
7	43,806	45,266	46,726	48,186	49,645	51,105	52,565	54,025	55,485	56,944
8	48,514	50,132	51,749	53,366	54,983	56,600	58,217	59,835	61,452	63,069
9	53,584	55,371	57,157	58,943	60,729	62,516	64,302	66,088	67,874	69,661
10	59,009	60,976	62,943	64,910	66,877	68,845	70,812	72,779	74,746	76,713
11	64,832	66,992	69,153	71,314	73,475	75,636	77,797	79,958	82,119	84,280
12	77,707	80,297	82,888	85,479	88,069	90,660	93,251	95,842	98,432	101,023
13	92,403	95,483	98,564	101,644	104,725	107,805	110,886	113,966	117,047	120,127
14	109,192	112,832	116,471	120,111	123,750	127,390	131,029	134,668	138,308	141,947
15	128,439	132,721	137,003	141,285	145,567	149,849	154,131	158,412	162,694	166,976

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,130	\$ 25,973	\$ 26,808	\$ 27,639	\$ 28,475	\$ 28,964	\$ 29,789	\$ 30,622	\$ 30,656	\$ 31,438
2	28,256	28,929	29,865	30,656	31,000	31,912	32,824	33,736	34,647	35,559
3	30,831	31,858	32,886	33,913	34,940	35,968	36,995	38,023	39,050	40,078
4	34,610	35,763	36,917	38,070	39,224	40,377	41,531	42,684	43,838	44,991
5	38,722	40,013	41,304	42,595	43,886	45,178	46,469	47,760	49,051	50,342
6	43,164	44,603	46,042	47,481	48,919	50,358	51,797	53,236	54,675	56,114
7	47,965	49,564	51,162	52,760	54,359	55,957	57,556	59,154	60,752	62,351
8	53,121	54,891	56,662	58,433	60,203	61,974	63,745	65,515	67,286	69,057
9	58,672	60,628	62,583	64,539	66,495	68,451	70,407	72,363	74,319	76,274
10	64,611	66,765	68,919	71,073	73,227	75,381	77,535	79,689	81,842	83,996
11	70,987	73,353	75,719	78,085	80,451	82,817	85,183	87,549	89,915	92,281
12	85,084	87,921	90,758	93,594	96,431	99,268	102,104	104,941	107,778	110,614
13	101,176	104,549	107,922	111,295	114,668	118,040	121,413	124,786	128,159	131,532
14	119,559	123,544	127,529	131,514	135,499	139,484	143,469	147,454	151,439	155,424
15	140,634	145,322	150,011	154,699	159,387	164,076	168,764	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,559	\$ 24,349	\$ 25,132	\$ 25,911	\$ 26,695	\$ 27,153	\$ 27,927	\$ 28,708	\$ 28,739	\$ 29,472
2	26,490	27,120	27,998	28,739	29,062	29,917	30,772	31,626	32,481	33,336
3	28,903	29,866	30,829	31,793	32,756	33,719	34,682	35,645	36,609	37,572
4	32,446	33,527	34,609	35,690	36,771	37,853	38,934	40,015	41,097	42,178
5	36,301	37,512	38,722	39,932	41,143	42,353	43,563	44,773	45,984	47,194
6	40,465	41,814	43,163	44,512	45,861	47,210	48,559	49,908	51,257	52,606
7	44,966	46,465	47,963	49,462	50,960	52,459	53,957	55,455	56,954	58,452
8	49,799	51,459	53,119	54,779	56,439	58,099	59,759	61,419	63,079	64,739
9	55,003	56,837	58,670	60,504	62,338	64,171	66,005	67,838	69,672	71,505
10	60,572	62,591	64,610	66,629	68,648	70,668	72,687	74,706	76,725	78,744
11	66,548	68,767	70,985	73,203	75,421	77,639	79,857	82,075	84,293	86,512
12	79,764	82,424	85,083	87,742	90,402	93,061	95,720	98,380	101,039	103,698
13	94,850	98,012	101,174	104,336	107,498	110,660	113,822	116,984	120,146	123,308
14	112,084	115,820	119,555	123,291	127,027	130,763	134,499	138,235	141,971	145,706
15	131,841	136,236	140,631	145,026	149,422	153,817	158,212	162,607	167,003	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,612	\$ 24,403	\$ 25,189	\$ 25,969	\$ 26,754	\$ 27,213	\$ 27,989	\$ 28,772	\$ 28,803	\$ 29,538
2	26,549	27,181	28,060	28,803	29,127	29,984	30,841	31,697	32,554	33,410
3	28,968	29,933	30,899	31,864	32,829	33,795	34,760	35,725	36,691	37,656
4	32,519	33,602	34,686	35,770	36,854	37,937	39,021	40,105	41,189	42,273
5	36,383	37,596	38,809	40,022	41,235	42,448	43,661	44,874	46,087	47,300
6	40,556	41,908	43,260	44,612	45,964	47,316	48,668	50,019	51,371	52,723
7	45,067	46,569	48,071	49,572	51,074	52,576	54,078	55,580	57,081	58,583
8	49,911	51,574	53,238	54,902	56,566	58,229	59,893	61,557	63,220	64,884
9	55,127	56,964	58,802	60,640	62,477	64,315	66,153	67,990	69,828	71,666
10	60,707	62,731	64,755	66,778	68,802	70,826	72,850	74,873	76,897	78,921
11	66,697	68,921	71,144	73,367	75,590	77,813	80,036	82,259	84,482	86,705
12	79,943	82,608	85,274	87,939	90,604	93,269	95,935	98,600	101,265	103,931
13	95,062	98,231	101,401	104,570	107,739	110,908	114,077	117,246	120,415	123,584
14	112,335	116,079	119,823	123,567	127,312	131,056	134,800	138,544	142,289	146,033
15	132,136	136,541	140,946	145,351	149,756	154,161	158,567	162,972	167,377	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,018	\$ 23,789	\$ 24,555	\$ 25,316	\$ 26,081	\$ 26,529	\$ 27,285	\$ 28,048	\$ 28,079	\$ 28,795
2	25,881	26,497	27,354	28,079	28,394	29,229	30,065	30,900	31,735	32,570
3	28,239	29,180	30,121	31,062	32,003	32,944	33,885	34,826	35,767	36,708
4	31,700	32,757	33,813	34,870	35,926	36,983	38,039	39,096	40,152	41,209
5	35,467	36,650	37,832	39,015	40,197	41,380	42,562	43,745	44,927	46,110
6	39,535	40,853	42,171	43,489	44,807	46,125	47,443	48,761	50,079	51,397
7	43,933	45,397	46,861	48,325	49,789	51,253	52,717	54,181	55,645	57,109
8	48,655	50,277	51,899	53,520	55,142	56,764	58,386	60,008	61,630	63,251
9	53,739	55,531	57,322	59,114	60,905	62,697	64,488	66,280	68,071	69,862
10	59,180	61,153	63,125	65,098	67,071	69,044	71,017	72,989	74,962	76,935
11	65,019	67,186	69,354	71,521	73,688	75,855	78,022	80,189	82,356	84,524
12	77,931	80,530	83,128	85,726	88,324	90,923	93,521	96,119	98,717	101,316
13	92,670	95,760	98,849	101,939	105,028	108,117	111,207	114,296	117,385	120,475
14	109,508	113,158	116,808	120,458	124,108	127,758	131,408	135,058	138,708	142,358
15	128,811	133,106	137,400	141,694	145,988	150,283	154,577	158,871	163,165	167,460

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,456	\$ 24,242	\$ 25,022	\$ 25,797	\$ 26,577	\$ 27,033	\$ 27,804	\$ 28,582	\$ 28,613	\$ 29,342
2	26,373	27,001	27,875	28,613	28,934	29,785	30,636	31,487	32,338	33,189
3	28,776	29,735	30,694	31,653	32,612	33,571	34,530	35,489	36,448	37,407
4	32,303	33,380	34,457	35,533	36,610	37,686	38,763	39,839	40,916	41,993
5	36,142	37,347	38,552	39,757	40,962	42,167	43,372	44,577	45,782	46,987
6	40,287	41,630	42,973	44,316	45,659	47,002	48,345	49,688	51,031	52,374
7	44,769	46,261	47,752	49,244	50,736	52,228	53,720	55,212	56,703	58,195
8	49,580	51,233	52,886	54,538	56,191	57,844	59,496	61,149	62,802	64,454
9	54,762	56,587	58,413	60,238	62,064	63,889	65,715	67,540	69,366	71,191
10	60,305	62,316	64,326	66,336	68,347	70,357	72,367	74,378	76,388	78,398
11	66,256	68,464	70,673	72,881	75,089	77,298	79,506	81,714	83,923	86,131
12	79,414	82,061	84,709	87,357	90,004	92,652	95,299	97,947	100,595	103,242
13	94,433	97,581	100,729	103,877	107,025	110,174	113,322	116,470	119,618	122,766
14	111,591	115,310	119,030	122,749	126,469	130,188	133,908	137,627	141,346	145,066
15	131,261	135,637	140,013	144,389	148,765	153,141	157,517	161,893	166,269	170,644

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,779	\$ 23,543	\$ 24,300	\$ 25,053	\$ 25,811	\$ 26,254	\$ 27,002	\$ 27,758	\$ 27,788	\$ 28,497
2	25,613	26,223	27,071	27,788	28,100	28,927	29,753	30,580	31,406	32,232
3	27,946	28,878	29,809	30,740	31,672	32,603	33,534	34,466	35,397	36,328
4	31,372	32,418	33,463	34,509	35,554	36,600	37,645	38,691	39,736	40,782
5	35,100	36,270	37,440	38,611	39,781	40,951	42,121	43,292	44,462	45,632
6	39,126	40,430	41,734	43,039	44,343	45,647	46,952	48,256	49,560	50,864
7	43,478	44,927	46,376	47,825	49,273	50,722	52,171	53,620	55,069	56,518
8	48,151	49,756	51,361	52,966	54,571	56,176	57,781	59,386	60,991	62,596
9	53,183	54,956	56,729	58,501	60,274	62,047	63,820	65,593	67,366	69,139
10	58,567	60,519	62,471	64,424	66,376	68,329	70,281	72,233	74,186	76,138
11	64,346	66,490	68,635	70,780	72,925	75,069	77,214	79,359	81,503	83,648
12	77,124	79,696	82,267	84,838	87,410	89,981	92,552	95,123	97,695	100,266
13	91,711	94,768	97,825	100,883	103,940	106,997	110,055	113,112	116,170	119,227
14	108,374	111,986	115,598	119,211	122,823	126,435	130,047	133,659	137,272	140,884
15	127,477	131,727	135,977	140,226	144,476	148,726	152,976	157,225	161,475	165,725

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,425	\$ 25,243	\$ 26,056	\$ 26,863	\$ 27,676	\$ 28,150	\$ 28,953	\$ 29,763	\$ 29,795	\$ 30,555
2	27,463	28,117	29,027	29,795	30,130	31,016	31,902	32,789	33,675	34,561
3	29,965	30,964	31,962	32,961	33,960	34,958	35,957	36,955	37,954	38,953
4	33,638	34,759	35,881	37,002	38,123	39,244	40,365	41,486	42,607	43,728
5	37,635	38,890	40,145	41,400	42,654	43,909	45,164	46,419	47,674	48,928
6	41,952	43,351	44,749	46,148	47,546	48,945	50,343	51,742	53,140	54,539
7	46,619	48,172	49,726	51,279	52,833	54,386	55,940	57,493	59,047	60,600
8	51,629	53,350	55,071	56,792	58,513	60,234	61,955	63,676	65,397	67,118
9	57,025	58,926	60,827	62,727	64,628	66,529	68,430	70,331	72,232	74,133
10	62,797	64,891	66,984	69,078	71,171	73,265	75,358	77,451	79,545	81,638
11	68,994	71,294	73,593	75,893	78,192	80,492	82,792	85,091	87,391	89,691
12	82,696	85,453	88,210	90,967	93,724	96,481	99,238	101,995	104,752	107,509
13	98,336	101,614	104,892	108,170	111,448	114,727	118,005	121,283	124,561	127,840
14	116,203	120,076	123,949	127,822	131,695	135,568	139,441	143,315	147,188	151,061
15	136,686	141,242	145,799	150,356	154,913	159,469	164,026	168,583	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,873	\$ 23,640	\$ 24,400	\$ 25,157	\$ 25,917	\$ 26,362	\$ 27,113	\$ 27,872	\$ 27,902	\$ 28,614
2	25,718	26,330	27,183	27,902	28,216	29,046	29,876	30,705	31,535	32,365
3	28,062	28,997	29,932	30,867	31,802	32,737	33,672	34,608	35,543	36,478
4	31,501	32,551	33,601	34,651	35,701	36,751	37,800	38,850	39,900	40,950
5	35,244	36,419	37,594	38,770	39,945	41,120	42,295	43,470	44,645	45,820
6	39,287	40,596	41,906	43,216	44,526	45,835	47,145	48,455	49,764	51,074
7	43,657	45,112	46,567	48,022	49,476	50,931	52,386	53,841	55,296	56,750
8	48,349	49,961	51,573	53,184	54,796	56,407	58,019	59,631	61,242	62,854
9	53,402	55,182	56,962	58,742	60,523	62,303	64,083	65,863	67,643	69,423
10	58,808	60,768	62,729	64,689	66,650	68,610	70,570	72,531	74,491	76,452
11	64,611	66,764	68,918	71,071	73,225	75,378	77,532	79,686	81,839	83,993
12	77,442	80,024	82,606	85,188	87,769	90,351	92,933	95,515	98,097	100,679
13	92,088	95,158	98,228	101,298	104,368	107,438	110,508	113,578	116,648	119,718
14	108,820	112,447	116,074	119,701	123,329	126,956	130,583	134,210	137,837	141,464
15	128,002	132,269	136,537	140,804	145,071	149,338	153,606	157,873	162,140	166,407

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,291	\$ 24,072	\$ 24,847	\$ 25,617	\$ 26,391	\$ 26,844	\$ 27,609	\$ 28,382	\$ 28,413	\$ 29,137
2	26,189	26,812	27,680	28,413	28,732	29,577	30,422	31,267	32,112	32,957
3	28,575	29,527	30,479	31,431	32,384	33,336	34,288	35,240	36,193	37,145
4	32,077	33,146	34,215	35,284	36,353	37,423	38,492	39,561	40,630	41,699
5	35,889	37,085	38,282	39,478	40,675	41,872	43,068	44,265	45,461	46,658
6	40,005	41,339	42,672	44,006	45,340	46,673	48,007	49,341	50,674	52,008
7	44,455	45,937	47,418	48,900	50,381	51,862	53,344	54,825	56,307	57,788
8	49,233	50,874	52,515	54,157	55,798	57,439	59,080	60,721	62,362	64,003
9	54,378	56,191	58,004	59,816	61,629	63,442	65,255	67,067	68,880	70,693
10	59,883	61,879	63,876	65,872	67,868	69,865	71,861	73,857	75,853	77,850
11	65,792	67,985	70,178	72,371	74,564	76,757	78,950	81,143	83,335	85,528
12	78,858	81,487	84,116	86,745	89,374	92,003	94,632	97,262	99,891	102,520
13	93,772	96,898	100,024	103,150	106,276	109,402	112,529	115,655	118,781	121,907
14	110,810	114,503	118,197	121,890	125,584	129,277	132,970	136,664	140,357	144,050
15	130,342	134,688	139,033	143,378	147,724	152,069	156,414	160,760	165,105	169,450

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,845	\$ 25,678	\$ 26,504	\$ 27,325	\$ 28,152	\$ 28,635	\$ 29,451	\$ 30,275	\$ 30,308	\$ 31,081
2	27,936	28,600	29,526	30,308	30,649	31,550	32,451	33,353	34,254	35,155
3	30,481	31,496	32,512	33,528	34,544	35,560	36,575	37,591	38,607	39,623
4	34,217	35,357	36,498	37,638	38,778	39,919	41,059	42,200	43,340	44,480
5	38,283	39,559	40,835	42,112	43,388	44,665	45,941	47,217	48,494	49,770
6	42,674	44,096	45,519	46,941	48,364	49,787	51,209	52,632	54,054	55,477
7	47,421	49,001	50,581	52,161	53,742	55,322	56,902	58,482	60,063	61,643
8	52,517	54,268	56,019	57,769	59,520	61,270	63,021	64,771	66,522	68,273
9	58,006	59,939	61,873	63,807	65,740	67,674	69,607	71,541	73,475	75,408
10	63,878	66,007	68,137	70,266	72,395	74,525	76,654	78,784	80,913	83,043
11	70,181	72,520	74,859	77,198	79,538	81,877	84,216	86,555	88,894	91,234
12	84,118	86,923	89,727	92,532	95,336	98,141	100,945	103,750	106,554	109,358
13	100,027	103,362	106,696	110,031	113,366	116,700	120,035	123,369	126,704	130,039
14	118,202	122,141	126,081	130,021	133,961	137,900	141,840	145,780	149,720	153,659
15	139,037	143,672	148,307	152,942	157,578	162,213	166,848	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,882	\$ 25,716	\$ 26,544	\$ 27,366	\$ 28,194	\$ 28,678	\$ 29,495	\$ 30,320	\$ 30,353	\$ 31,127
2	27,977	28,643	29,570	30,353	30,694	31,597	32,500	33,402	34,305	35,208
3	30,526	31,544	32,561	33,578	34,595	35,613	36,630	37,647	38,665	39,682
4	34,268	35,410	36,552	37,694	38,836	39,978	41,121	42,263	43,405	44,547
5	38,340	39,618	40,896	42,175	43,453	44,731	46,010	47,288	48,566	49,845
6	42,738	44,162	45,587	47,012	48,436	49,861	51,286	52,710	54,135	55,560
7	47,492	49,074	50,657	52,239	53,822	55,405	56,987	58,570	60,152	61,735
8	52,596	54,349	56,102	57,855	59,609	61,362	63,115	64,868	66,621	68,375
9	58,092	60,029	61,965	63,902	65,838	67,775	69,712	71,648	73,585	75,521
10	63,973	66,106	68,238	70,371	72,504	74,636	76,769	78,901	81,034	83,167
11	70,286	72,628	74,971	77,314	79,656	81,999	84,342	86,685	89,027	91,370
12	84,244	87,053	89,861	92,670	95,479	98,287	101,096	103,905	106,713	109,522
13	100,177	103,516	106,856	110,195	113,535	116,875	120,214	123,554	126,893	130,233
14	118,378	122,324	126,270	130,215	134,161	138,107	142,052	145,998	149,943	153,889
15	139,245	143,887	148,529	153,171	157,813	162,455	167,097	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,904	\$ 23,672	\$ 24,434	\$ 25,191	\$ 25,953	\$ 26,398	\$ 27,151	\$ 27,910	\$ 27,940	\$ 28,653
2	25,754	26,366	27,220	27,940	28,255	29,086	29,916	30,747	31,578	32,409
3	28,100	29,036	29,973	30,909	31,846	32,782	33,718	34,655	35,591	36,528
4	31,544	32,596	33,647	34,698	35,750	36,801	37,852	38,903	39,955	41,006
5	35,292	36,469	37,646	38,823	39,999	41,176	42,353	43,529	44,706	45,883
6	39,341	40,652	41,963	43,275	44,586	45,898	47,209	48,521	49,832	51,144
7	43,717	45,174	46,630	48,087	49,544	51,001	52,458	53,914	55,371	56,828
8	48,415	50,029	51,643	53,257	54,871	56,485	58,098	59,712	61,326	62,940
9	53,475	55,257	57,040	58,823	60,605	62,388	64,171	65,953	67,736	69,518
10	58,888	60,851	62,815	64,778	66,741	68,704	70,667	72,630	74,593	76,556
11	64,699	66,856	69,012	71,169	73,325	75,481	77,638	79,794	81,951	84,107
12	77,548	80,133	82,719	85,304	87,889	90,475	93,060	95,646	98,231	100,817
13	92,214	95,288	98,362	101,437	104,511	107,585	110,659	113,733	116,807	119,882
14	108,969	112,601	116,233	119,865	123,497	127,129	130,761	134,393	138,025	141,657
15	128,177	132,450	136,723	140,996	145,269	149,543	153,816	158,089	162,362	166,635

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,306	\$ 26,154	\$ 26,996	\$ 27,833	\$ 28,674	\$ 29,166	\$ 29,998	\$ 30,837	\$ 30,870	\$ 31,658
2	28,454	29,131	30,074	30,870	31,217	32,136	33,054	33,972	34,890	35,808
3	31,047	32,081	33,116	34,150	35,185	36,220	37,254	38,289	39,324	40,358
4	34,852	36,014	37,175	38,337	39,498	40,660	41,821	42,983	44,144	45,306
5	38,993	40,293	41,593	42,894	44,194	45,494	46,794	48,094	49,394	50,694
6	43,466	44,915	46,364	47,813	49,262	50,711	52,160	53,609	55,058	56,507
7	48,301	49,911	51,520	53,130	54,739	56,349	57,958	59,568	61,178	62,787
8	53,492	55,275	57,058	58,842	60,625	62,408	64,191	65,974	67,757	69,540
9	59,082	61,052	63,021	64,991	66,961	68,930	70,900	72,869	74,839	76,808
10	65,064	67,233	69,401	71,570	73,739	75,908	78,077	80,246	82,415	84,584
11	71,484	73,866	76,249	78,632	81,014	83,397	85,779	88,162	90,545	92,927
12	85,680	88,536	91,393	94,249	97,106	99,962	102,819	105,675	108,532	111,389
13	101,884	105,281	108,677	112,074	115,470	118,867	122,263	125,660	129,056	132,453
14	120,396	124,409	128,422	132,435	136,447	140,460	144,473	148,486	152,499	156,512
15	141,618	146,339	151,060	155,782	160,503	165,224	169,945	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,055	\$ 26,928	\$ 27,795	\$ 28,656	\$ 29,522	\$ 30,029	\$ 30,885	\$ 31,749	\$ 31,783	\$ 32,594
2	29,296	29,993	30,964	31,783	32,141	33,086	34,031	34,977	35,922	36,867
3	31,965	33,030	34,095	35,160	36,226	37,291	38,356	39,421	40,487	41,552
4	35,883	37,079	38,275	39,471	40,667	41,862	43,058	44,254	45,450	46,646
5	40,147	41,485	42,824	44,162	45,501	46,839	48,178	49,516	50,855	52,193
6	44,752	46,243	47,735	49,227	50,719	52,211	53,703	55,194	56,686	58,178
7	49,730	51,387	53,044	54,701	56,358	58,016	59,673	61,330	62,987	64,644
8	55,074	56,910	58,746	60,582	62,418	64,254	66,089	67,925	69,761	71,597
9	60,830	62,858	64,886	66,913	68,941	70,969	72,997	75,024	77,052	79,080
10	66,988	69,221	71,454	73,687	75,920	78,154	80,387	82,620	84,853	87,086
11	73,598	76,051	78,504	80,957	83,410	85,863	88,317	90,770	93,223	95,676
12	88,214	91,155	94,096	97,037	99,978	102,919	105,860	108,801	111,742	114,683
13	104,898	108,394	111,891	115,388	118,885	122,382	125,879	129,376	132,873	136,370
14	123,957	128,089	132,220	136,352	140,483	144,615	148,746	152,878	157,010	161,141
15	145,807	150,668	155,528	160,389	165,250	170,111	170,800 *	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,422	\$ 24,207	\$ 24,986	\$ 25,761	\$ 26,540	\$ 26,995	\$ 27,764	\$ 28,541	\$ 28,572	\$ 29,301
2	26,336	26,963	27,835	28,572	28,893	29,743	30,593	31,443	32,292	33,142
3	28,735	29,693	30,650	31,608	32,566	33,523	34,481	35,438	36,396	37,354
4	32,258	33,333	34,408	35,483	36,558	37,633	38,708	39,783	40,858	41,933
5	36,090	37,294	38,497	39,700	40,904	42,107	43,310	44,513	45,717	46,920
6	40,230	41,571	42,912	44,253	45,595	46,936	48,277	49,618	50,959	52,300
7	44,705	46,195	47,685	49,174	50,664	52,154	53,644	55,133	56,623	58,113
8	49,510	51,160	52,811	54,461	56,111	57,762	59,412	61,062	62,713	64,363
9	54,684	56,507	58,330	60,153	61,976	63,799	65,621	67,444	69,267	71,090
10	60,220	62,227	64,235	66,242	68,250	70,257	72,265	74,272	76,280	78,287
11	66,162	68,367	70,572	72,778	74,983	77,188	79,393	81,599	83,804	86,009
12	79,301	81,945	84,589	87,233	89,877	92,521	95,164	97,808	100,452	103,096
13	94,299	97,443	100,587	103,730	106,874	110,018	113,161	116,305	119,449	122,592
14	111,433	115,147	118,861	122,575	126,290	130,004	133,718	137,432	141,146	144,860
15	131,075	135,445	139,815	144,184	148,554	152,924	157,294	161,663	166,033	170,403

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,850	\$ 23,616	\$ 24,375	\$ 25,131	\$ 25,891	\$ 26,335	\$ 27,086	\$ 27,843	\$ 27,874	\$ 28,585
2	25,692	26,303	27,155	27,874	28,187	29,016	29,845	30,674	31,503	32,332
3	28,033	28,967	29,901	30,835	31,770	32,704	33,638	34,572	35,506	36,440
4	31,469	32,518	33,567	34,615	35,664	36,713	37,762	38,810	39,859	40,908
5	35,208	36,382	37,556	38,730	39,904	41,078	42,251	43,425	44,599	45,773
6	39,247	40,555	41,863	43,172	44,480	45,788	47,097	48,405	49,713	51,022
7	43,612	45,066	46,519	47,972	49,426	50,879	52,332	53,786	55,239	56,692
8	48,300	49,910	51,520	53,130	54,740	56,350	57,960	59,570	61,180	62,790
9	53,347	55,125	56,904	58,682	60,461	62,239	64,017	65,796	67,574	69,352
10	58,748	60,706	62,664	64,623	66,581	68,540	70,498	72,456	74,415	76,373
11	64,545	66,696	68,847	70,999	73,150	75,301	77,452	79,604	81,755	83,906
12	77,362	79,942	82,521	85,100	87,679	90,259	92,838	95,417	97,996	100,576
13	91,994	95,061	98,127	101,194	104,261	107,328	110,395	113,462	116,528	119,595
14	108,709	112,332	115,955	119,579	123,202	126,825	130,449	134,072	137,696	141,319
15	127,871	132,134	136,397	140,659	144,922	149,185	153,448	157,711	161,974	166,237

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,891	\$ 23,658	\$ 24,419	\$ 25,176	\$ 25,937	\$ 26,382	\$ 27,134	\$ 27,893	\$ 27,924	\$ 28,636
2	25,738	26,351	27,203	27,924	28,238	29,068	29,899	30,729	31,560	32,390
3	28,083	29,019	29,955	30,891	31,827	32,762	33,698	34,634	35,570	36,506
4	31,526	32,576	33,627	34,678	35,728	36,779	37,829	38,880	39,931	40,981
5	35,271	36,447	37,623	38,799	39,975	41,151	42,327	43,503	44,679	45,855
6	39,317	40,628	41,938	43,249	44,560	45,870	47,181	48,492	49,803	51,113
7	43,691	45,147	46,603	48,058	49,514	50,970	52,426	53,882	55,338	56,794
8	48,386	49,999	51,612	53,225	54,838	56,451	58,064	59,677	61,289	62,902
9	53,443	55,224	57,006	58,788	60,569	62,351	64,132	65,914	67,695	69,477
10	58,853	60,815	62,777	64,739	66,701	68,663	70,625	72,587	74,549	76,510
11	64,660	66,816	68,971	71,126	73,281	75,436	77,592	79,747	81,902	84,057
12	77,501	80,085	82,669	85,253	87,837	90,421	93,005	95,589	98,173	100,756
13	92,159	95,231	98,304	101,376	104,448	107,521	110,593	113,665	116,738	119,810
14	108,904	112,534	116,164	119,794	123,423	127,053	130,683	134,313	137,943	141,573
15	128,100	132,371	136,642	140,912	145,183	149,453	153,724	157,994	162,265	166,535

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,233	\$ 24,011	\$ 24,784	\$ 25,552	\$ 26,325	\$ 26,777	\$ 27,540	\$ 28,310	\$ 28,341	\$ 29,064
2	26,123	26,744	27,610	28,341	28,660	29,502	30,345	31,188	32,031	32,874
3	28,503	29,453	30,402	31,352	32,302	33,252	34,202	35,152	36,101	37,051
4	31,997	33,063	34,129	35,196	36,262	37,328	38,395	39,461	40,527	41,594
5	35,798	36,992	38,185	39,379	40,573	41,766	42,960	44,153	45,347	46,540
6	39,904	41,235	42,565	43,895	45,226	46,556	47,886	49,216	50,547	51,877
7	44,343	45,821	47,299	48,776	50,254	51,732	53,209	54,687	56,165	57,643
8	49,109	50,746	52,383	54,020	55,657	57,294	58,931	60,568	62,205	63,842
9	54,241	56,050	57,858	59,666	61,474	63,282	65,090	66,899	68,707	70,515
10	59,732	61,724	63,715	65,706	67,697	69,689	71,680	73,671	75,662	77,654
11	65,627	67,814	70,001	72,189	74,376	76,563	78,751	80,938	83,126	85,313
12	78,659	81,282	83,904	86,527	89,149	91,772	94,394	97,017	99,639	102,262
13	93,536	96,654	99,772	102,891	106,009	109,127	112,245	115,364	118,482	121,600
14	110,531	114,215	117,899	121,583	125,267	128,952	132,636	136,320	140,004	143,688
15	130,014	134,349	138,683	143,017	147,352	151,686	156,020	160,355	164,689	169,024

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,998	\$ 23,769	\$ 24,534	\$ 25,294	\$ 26,059	\$ 26,506	\$ 27,262	\$ 28,024	\$ 28,055	\$ 28,770
2	25,859	26,474	27,331	28,055	28,370	29,205	30,039	30,873	31,708	32,542
3	28,215	29,155	30,095	31,036	31,976	32,916	33,857	34,797	35,737	36,677
4	31,674	32,729	33,785	34,840	35,896	36,952	38,007	39,063	40,118	41,174
5	35,437	36,618	37,800	38,982	40,163	41,345	42,526	43,708	44,889	46,071
6	39,502	40,818	42,135	43,452	44,769	46,086	47,403	48,720	50,036	51,353
7	43,896	45,359	46,821	48,284	49,747	51,210	52,672	54,135	55,598	57,061
8	48,614	50,234	51,855	53,475	55,095	56,716	58,336	59,957	61,577	63,198
9	53,694	55,484	57,274	59,064	60,854	62,643	64,433	66,223	68,013	69,803
10	59,129	61,101	63,072	65,043	67,014	68,985	70,956	72,927	74,899	76,870
11	64,964	67,129	69,295	71,460	73,625	75,791	77,956	80,121	82,287	84,452
12	77,865	80,461	83,057	85,653	88,249	90,845	93,441	96,037	98,633	101,230
13	92,592	95,679	98,765	101,852	104,939	108,026	111,112	114,199	117,286	120,373
14	109,415	113,062	116,709	120,356	124,003	127,650	131,297	134,944	138,591	142,237
15	128,702	132,993	137,283	141,574	145,864	150,155	154,446	158,736	163,027	167,317

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,877	\$ 26,744	\$ 27,605	\$ 28,460	\$ 29,321	\$ 29,824	\$ 30,674	\$ 31,532	\$ 31,567	\$ 32,372
2	29,096	29,788	30,752	31,567	31,921	32,860	33,799	34,738	35,677	36,615
3	31,747	32,805	33,863	34,920	35,978	37,036	38,094	39,152	40,210	41,268
4	35,638	36,826	38,014	39,201	40,389	41,577	42,764	43,952	45,140	46,328
5	39,873	41,202	42,531	43,861	45,190	46,520	47,849	49,178	50,508	51,837
6	44,446	45,928	47,409	48,891	50,373	51,854	53,336	54,818	56,299	57,781
7	49,390	51,036	52,682	54,328	55,974	57,620	59,265	60,911	62,557	64,203
8	54,699	56,522	58,345	60,168	61,992	63,815	65,638	67,462	69,285	71,108
9	60,415	62,429	64,443	66,457	68,471	70,484	72,498	74,512	76,526	78,540
10	66,531	68,749	70,966	73,184	75,402	77,620	79,838	82,056	84,274	86,492
11	73,096	75,532	77,968	80,405	82,841	85,277	87,714	90,150	92,586	95,023
12	87,612	90,533	93,454	96,375	99,296	102,217	105,138	108,058	110,979	113,900
13	104,182	107,655	111,128	114,601	118,074	121,547	125,020	128,493	131,966	135,440
14	123,111	127,214	131,318	135,421	139,524	143,628	147,731	151,835	155,938	160,041
15	144,812	149,639	154,467	159,295	164,122	168,950	170,800 *	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,138	\$ 24,947	\$ 25,749	\$ 26,547	\$ 27,350	\$ 27,819	\$ 28,612	\$ 29,413	\$ 29,445	\$ 30,196
2	27,140	27,786	28,685	29,445	29,776	30,651	31,527	32,403	33,279	34,154
3	29,613	30,600	31,586	32,573	33,560	34,547	35,534	36,521	37,508	38,494
4	33,243	34,351	35,458	36,566	37,674	38,782	39,890	40,998	42,106	43,214
5	37,193	38,433	39,673	40,913	42,153	43,393	44,633	45,873	47,113	48,353
6	41,459	42,841	44,223	45,605	46,987	48,369	49,751	51,133	52,515	53,897
7	46,070	47,606	49,141	50,676	52,211	53,747	55,282	56,817	58,352	59,888
8	51,022	52,723	54,423	56,124	57,825	59,526	61,226	62,927	64,628	66,329
9	56,354	58,232	60,111	61,990	63,868	65,747	67,625	69,504	71,383	73,261
10	62,059	64,128	66,196	68,265	70,334	72,403	74,472	76,540	78,609	80,678
11	68,182	70,455	72,728	75,000	77,273	79,545	81,818	84,091	86,363	88,636
12	81,723	84,447	87,172	89,897	92,621	95,346	98,071	100,795	103,520	106,245
13	97,179	100,419	103,658	106,898	110,138	113,377	116,617	119,857	123,096	126,336
14	114,836	118,663	122,491	126,319	130,146	133,974	137,801	141,629	145,456	149,284
15	135,078	139,581	144,084	148,587	153,091	157,594	162,097	166,600	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,639	\$ 24,432	\$ 25,218	\$ 25,999	\$ 26,785	\$ 27,245	\$ 28,022	\$ 28,805	\$ 28,837	\$ 29,572
2	26,580	27,212	28,093	28,837	29,161	30,019	30,876	31,734	32,591	33,449
3	29,001	29,968	30,934	31,901	32,867	33,834	34,800	35,767	36,733	37,700
4	32,556	33,641	34,726	35,811	36,896	37,981	39,066	40,151	41,236	42,321
5	36,425	37,639	38,854	40,068	41,282	42,497	43,711	44,926	46,140	47,355
6	40,603	41,956	43,310	44,663	46,017	47,370	48,724	50,077	51,431	52,785
7	45,119	46,623	48,126	49,630	51,133	52,637	54,140	55,644	57,148	58,651
8	49,969	51,634	53,300	54,965	56,631	58,297	59,962	61,628	63,294	64,959
9	55,190	57,030	58,870	60,710	62,550	64,389	66,229	68,069	69,909	71,749
10	60,778	62,804	64,830	66,856	68,882	70,908	72,934	74,960	76,986	79,012
11	66,775	69,000	71,226	73,452	75,677	77,903	80,129	82,354	84,580	86,806
12	80,036	82,704	85,372	88,041	90,709	93,377	96,046	98,714	101,383	104,051
13	95,173	98,345	101,518	104,691	107,864	111,036	114,209	117,382	120,555	123,728
14	112,465	116,214	119,962	123,711	127,459	131,208	134,956	138,705	142,453	146,202
15	132,289	136,699	141,110	145,520	149,930	154,340	158,750	163,161	167,571	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,362	\$ 25,179	\$ 25,989	\$ 26,794	\$ 27,605	\$ 28,078	\$ 28,879	\$ 29,687	\$ 29,719	\$ 30,477
2	27,393	28,045	28,952	29,719	30,053	30,937	31,821	32,705	33,588	34,472
3	29,888	30,885	31,881	32,877	33,873	34,869	35,865	36,861	37,857	38,853
4	33,552	34,670	35,789	36,907	38,025	39,143	40,261	41,380	42,498	43,616
5	37,539	38,790	40,042	41,294	42,545	43,797	45,048	46,300	47,552	48,803
6	41,845	43,240	44,635	46,029	47,424	48,819	50,214	51,609	53,004	54,399
7	46,499	48,049	49,598	51,148	52,698	54,247	55,797	57,346	58,896	60,445
8	51,497	53,214	54,930	56,647	58,363	60,080	61,796	63,513	65,230	66,946
9	56,879	58,775	60,671	62,567	64,463	66,359	68,255	70,151	72,047	73,943
10	62,637	64,725	66,813	68,901	70,989	73,077	75,165	77,253	79,341	81,429
11	68,817	71,111	73,405	75,699	77,992	80,286	82,580	84,874	87,167	89,461
12	82,484	85,234	87,984	90,734	93,484	96,234	98,984	101,734	104,484	107,234
13	98,084	101,354	104,623	107,893	111,163	114,433	117,703	120,973	124,242	127,512
14	115,905	119,768	123,632	127,495	131,358	135,221	139,084	142,948	146,811	150,674
15	136,336	140,881	145,426	149,971	154,516	159,061	163,606	168,151	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,184	\$ 27,061	\$ 27,932	\$ 28,798	\$ 29,669	\$ 30,178	\$ 31,038	\$ 31,906	\$ 31,941	\$ 32,755
2	29,441	30,141	31,117	31,941	32,300	33,250	34,200	35,150	36,100	37,049
3	32,123	33,194	34,264	35,335	36,405	37,476	38,546	39,617	40,687	41,758
4	36,061	37,263	38,464	39,666	40,868	42,070	43,272	44,473	45,675	46,877
5	40,345	41,691	43,036	44,381	45,726	47,071	48,416	49,762	51,107	52,452
6	44,973	46,472	47,972	49,471	50,970	52,469	53,968	55,468	56,967	58,466
7	49,976	51,641	53,307	54,972	56,637	58,303	59,968	61,633	63,299	64,964
8	55,347	57,192	59,037	60,882	62,727	64,572	66,417	68,261	70,106	71,951
9	61,131	63,169	65,207	67,245	69,282	71,320	73,358	75,396	77,434	79,472
10	67,320	69,564	71,808	74,052	76,296	78,540	80,785	83,029	85,273	87,517
11	73,962	76,428	78,893	81,358	83,823	86,288	88,754	91,219	93,684	96,149
12	88,651	91,606	94,562	97,517	100,473	103,429	106,384	109,340	112,295	115,251
13	105,417	108,931	112,445	115,960	119,474	122,988	126,503	130,017	133,531	137,045
14	124,571	128,723	132,875	137,027	141,179	145,331	149,483	153,635	157,787	161,939
15	146,529	151,413	156,298	161,183	166,068	170,800 *	170,800 *	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,734	\$ 23,496	\$ 24,252	\$ 25,004	\$ 25,760	\$ 26,202	\$ 26,949	\$ 27,703	\$ 27,733	\$ 28,440
2	25,562	26,171	27,018	27,733	28,045	28,870	29,694	30,519	31,344	32,169
3	27,891	28,821	29,750	30,680	31,609	32,539	33,468	34,398	35,327	36,257
4	31,310	32,354	33,397	34,441	35,484	36,528	37,571	38,615	39,658	40,702
5	35,030	36,198	37,366	38,534	39,702	40,870	42,038	43,206	44,374	45,542
6	39,048	40,350	41,652	42,954	44,255	45,557	46,859	48,161	49,462	50,764
7	43,392	44,838	46,284	47,730	49,176	50,622	52,068	53,514	54,960	56,406
8	48,056	49,658	51,260	52,862	54,463	56,065	57,667	59,269	60,871	62,473
9	53,078	54,847	56,617	58,386	60,155	61,925	63,694	65,464	67,233	69,002
10	58,451	60,400	62,348	64,297	66,245	68,194	70,142	72,091	74,039	75,988
11	64,219	66,359	68,500	70,640	72,781	74,921	77,062	79,202	81,343	83,483
12	76,972	79,538	82,105	84,671	87,237	89,803	92,370	94,936	97,502	100,068
13	91,530	94,581	97,632	100,684	103,735	106,786	109,838	112,889	115,940	118,992
14	108,160	111,765	115,370	118,975	122,580	126,185	129,791	133,396	137,001	140,606
15	127,225	131,467	135,708	139,950	144,191	148,432	152,674	156,915	161,157	165,398

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,813	\$ 23,577	\$ 24,336	\$ 25,090	\$ 25,849	\$ 26,292	\$ 27,042	\$ 27,798	\$ 27,828	\$ 28,538
2	25,650	26,261	27,111	27,828	28,141	28,969	29,796	30,624	31,452	32,279
3	27,987	28,920	29,853	30,785	31,718	32,651	33,583	34,516	35,449	36,381
4	31,418	32,465	33,512	34,559	35,606	36,653	37,700	38,747	39,794	40,841
5	35,151	36,323	37,495	38,667	39,839	41,011	42,183	43,355	44,527	45,699
6	39,183	40,489	41,795	43,101	44,408	45,714	47,020	48,326	49,632	50,939
7	43,541	44,992	46,443	47,894	49,345	50,796	52,247	53,698	55,149	56,600
8	48,221	49,829	51,436	53,043	54,651	56,258	57,865	59,473	61,080	62,688
9	53,260	55,036	56,811	58,587	60,362	62,138	63,913	65,689	67,464	69,240
10	58,652	60,607	62,563	64,518	66,473	68,428	70,384	72,339	74,294	76,249
11	64,440	66,587	68,735	70,883	73,031	75,179	77,327	79,474	81,622	83,770
12	77,237	79,812	82,387	84,962	87,537	90,112	92,687	95,262	97,837	100,412
13	91,844	94,906	97,968	101,030	104,092	107,153	110,215	113,277	116,339	119,401
14	108,532	112,150	115,767	119,384	123,002	126,619	130,237	133,854	137,472	141,089
15	127,663	131,919	136,175	140,431	144,687	148,943	153,199	157,455	161,711	165,967

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,632	\$ 25,458	\$ 26,277	\$ 27,091	\$ 27,910	\$ 28,389	\$ 29,198	\$ 30,015	\$ 30,048	\$ 30,814
2	27,696	28,355	29,273	30,048	30,386	31,279	32,173	33,067	33,960	34,854
3	30,219	31,226	32,233	33,241	34,248	35,255	36,262	37,269	38,276	39,283
4	33,924	35,054	36,185	37,315	38,446	39,577	40,707	41,838	42,968	44,099
5	37,954	39,220	40,485	41,751	43,016	44,282	45,547	46,813	48,078	49,343
6	42,308	43,718	45,129	46,539	47,949	49,360	50,770	52,181	53,591	55,001
7	47,014	48,581	50,148	51,714	53,281	54,848	56,414	57,981	59,548	61,114
8	52,067	53,803	55,538	57,274	59,009	60,745	62,481	64,216	65,952	67,687
9	57,508	59,425	61,342	63,259	65,177	67,094	69,011	70,928	72,845	74,762
10	63,330	65,441	67,552	69,664	71,775	73,886	75,997	78,108	80,219	82,331
11	69,579	71,898	74,217	76,537	78,856	81,175	83,494	85,813	88,132	90,451
12	83,397	86,177	88,958	91,738	94,519	97,299	100,080	102,860	105,640	108,421
13	99,170	102,476	105,782	109,088	112,394	115,700	119,006	122,312	125,618	128,924
14	117,188	121,094	125,000	128,906	132,812	136,718	140,624	144,530	148,436	152,342
15	137,845	142,440	147,036	151,631	156,227	160,822	165,417	170,013	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,475	\$ 24,262	\$ 25,043	\$ 25,819	\$ 26,599	\$ 27,056	\$ 27,827	\$ 28,605	\$ 28,637	\$ 29,367
2	26,395	27,023	27,898	28,637	28,959	29,810	30,662	31,513	32,365	33,217
3	28,800	29,760	30,719	31,679	32,639	33,599	34,559	35,518	36,478	37,438
4	32,330	33,408	34,485	35,563	36,640	37,718	38,795	39,873	40,950	42,028
5	36,172	37,378	38,584	39,790	40,996	42,202	43,408	44,614	45,820	47,026
6	40,321	41,665	43,009	44,353	45,697	47,041	48,386	49,730	51,074	52,418
7	44,806	46,299	47,792	49,285	50,778	52,271	53,765	55,258	56,751	58,244
8	49,622	51,276	52,930	54,584	56,238	57,892	59,546	61,200	62,854	64,508
9	54,807	56,634	58,461	60,288	62,115	63,942	65,769	67,596	69,423	71,250
10	60,355	62,368	64,380	66,392	68,404	70,416	72,428	74,440	76,452	78,464
11	66,311	68,521	70,731	72,942	75,152	77,362	79,572	81,783	83,993	86,203
12	79,480	82,130	84,779	87,429	90,079	92,729	95,379	98,029	100,679	103,328
13	94,512	97,662	100,813	103,964	107,115	110,265	113,416	116,567	119,718	122,868
14	111,684	115,406	119,129	122,852	126,574	130,297	134,019	137,742	141,464	145,187
15	131,370	135,750	140,130	144,509	148,889	153,268	157,648	162,027	166,407	170,787

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,334	\$ 24,116	\$ 24,893	\$ 25,664	\$ 26,440	\$ 26,894	\$ 27,660	\$ 28,434	\$ 28,465	\$ 29,191
2	26,237	26,861	27,731	28,465	28,785	29,631	30,478	31,325	32,171	33,018
3	28,627	29,581	30,535	31,489	32,443	33,397	34,351	35,305	36,259	37,213
4	32,137	33,208	34,279	35,350	36,421	37,492	38,563	39,634	40,705	41,776
5	35,955	37,154	38,352	39,551	40,750	41,949	43,148	44,346	45,545	46,744
6	40,079	41,415	42,751	44,087	45,423	46,759	48,096	49,432	50,768	52,104
7	44,537	46,022	47,506	48,990	50,474	51,958	53,442	54,926	56,411	57,895
8	49,324	50,968	52,612	54,257	55,901	57,545	59,189	60,833	62,477	64,121
9	54,479	56,295	58,111	59,927	61,743	63,559	65,375	67,191	69,007	70,823
10	59,994	61,994	63,994	65,994	67,994	69,993	71,993	73,993	75,993	77,993
11	65,914	68,111	70,307	72,504	74,701	76,898	79,095	81,292	83,489	85,686
12	79,003	81,637	84,271	86,905	89,539	92,173	94,807	97,441	100,075	102,709
13	93,945	97,077	100,209	103,341	106,473	109,604	112,736	115,868	119,000	122,132
14	111,015	114,715	118,415	122,115	125,815	129,516	133,216	136,916	140,616	144,316
15	130,583	134,936	139,290	143,643	147,996	152,350	156,703	161,056	165,410	169,763

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,183	\$ 24,993	\$ 25,797	\$ 26,597	\$ 27,401	\$ 27,871	\$ 28,666	\$ 29,467	\$ 29,500	\$ 30,252
2	27,191	27,838	28,739	29,500	29,831	30,709	31,586	32,463	33,341	34,218
3	29,668	30,657	31,645	32,634	33,623	34,611	35,600	36,589	37,577	38,566
4	33,305	34,415	35,525	36,634	37,744	38,854	39,964	41,074	42,184	43,294
5	37,262	38,504	39,747	40,989	42,231	43,474	44,716	45,958	47,201	48,443
6	41,536	42,920	44,305	45,690	47,074	48,459	49,844	51,228	52,613	53,998
7	46,156	47,694	49,232	50,771	52,309	53,847	55,385	56,923	58,461	59,999
8	51,117	52,821	54,525	56,229	57,933	59,636	61,340	63,044	64,748	66,452
9	56,459	58,341	60,223	62,105	63,987	65,869	67,751	69,633	71,516	73,398
10	62,174	64,247	66,320	68,392	70,465	72,538	74,610	76,683	78,756	80,828
11	68,309	70,586	72,863	75,140	77,417	79,694	81,970	84,247	86,524	88,801
12	81,875	84,605	87,334	90,064	92,794	95,524	98,253	100,983	103,713	106,442
13	97,360	100,606	103,851	107,097	110,343	113,588	116,834	120,080	123,325	126,571
14	115,050	118,884	122,719	126,554	130,389	134,223	138,058	141,893	145,727	149,562
15	135,329	139,841	144,353	148,864	153,376	157,887	162,399	166,910	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,547	\$ 24,337	\$ 25,120	\$ 25,898	\$ 26,681	\$ 27,139	\$ 27,913	\$ 28,693	\$ 28,725	\$ 29,457
2	26,476	27,107	27,984	28,725	29,048	29,902	30,756	31,611	32,465	33,319
3	28,889	29,851	30,814	31,777	32,740	33,702	34,665	35,628	36,590	37,553
4	32,430	33,511	34,591	35,672	36,753	37,834	38,915	39,995	41,076	42,157
5	36,283	37,493	38,703	39,912	41,122	42,332	43,541	44,751	45,961	47,171
6	40,445	41,793	43,141	44,490	45,838	47,186	48,535	49,883	51,231	52,579
7	44,944	46,442	47,939	49,437	50,935	52,432	53,930	55,428	56,926	58,423
8	49,774	51,434	53,093	54,752	56,411	58,070	59,729	61,388	63,048	64,707
9	54,976	56,809	58,641	60,474	62,307	64,139	65,972	67,805	69,637	71,470
10	60,541	62,560	64,578	66,596	68,614	70,632	72,651	74,669	76,687	78,705
11	66,515	68,732	70,949	73,166	75,383	77,600	79,817	82,034	84,251	86,468
12	79,725	82,383	85,041	87,699	90,357	93,015	95,673	98,331	100,989	103,647
13	94,803	97,963	101,124	104,284	107,445	110,605	113,765	116,926	120,086	123,247
14	112,028	115,762	119,496	123,230	126,964	130,698	134,432	138,166	141,900	145,634
15	131,775	136,168	140,561	144,954	149,347	153,740	158,133	162,527	166,920	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,442	\$ 24,228	\$ 25,007	\$ 25,782	\$ 26,562	\$ 27,018	\$ 27,788	\$ 28,565	\$ 28,596	\$ 29,325
2	26,358	26,985	27,858	28,596	28,918	29,768	30,618	31,469	32,319	33,170
3	28,759	29,718	30,676	31,634	32,593	33,551	34,510	35,468	36,426	37,385
4	32,285	33,360	34,436	35,512	36,588	37,664	38,740	39,816	40,892	41,968
5	36,121	37,325	38,529	39,733	40,938	42,142	43,346	44,551	45,755	46,959
6	40,264	41,606	42,948	44,290	45,633	46,975	48,317	49,659	51,002	52,344
7	44,743	46,234	47,725	49,215	50,706	52,197	53,688	55,179	56,670	58,161
8	49,551	51,203	52,855	54,506	56,158	57,810	59,462	61,113	62,765	64,417
9	54,730	56,554	58,378	60,203	62,027	63,852	65,676	67,501	69,325	71,150
10	60,270	62,279	64,288	66,298	68,307	70,316	72,325	74,334	76,343	78,353
11	66,217	68,424	70,631	72,838	75,046	77,253	79,460	81,667	83,874	86,081
12	79,367	82,013	84,660	87,306	89,952	92,598	95,244	97,890	100,536	103,182
13	94,378	97,524	100,670	103,817	106,963	110,109	113,256	116,402	119,548	122,694
14	111,526	115,243	118,960	122,678	126,395	130,112	133,829	137,547	141,264	144,981
15	131,185	135,558	139,931	144,305	148,678	153,051	157,425	161,798	166,172	170,545

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,696	\$ 25,524	\$ 26,346	\$ 27,162	\$ 27,983	\$ 28,464	\$ 29,275	\$ 30,094	\$ 30,127	\$ 30,895
2	27,769	28,429	29,349	30,127	30,465	31,361	32,257	33,153	34,049	34,945
3	30,298	31,308	32,318	33,328	34,337	35,347	36,357	37,366	38,376	39,386
4	34,012	35,146	36,280	37,413	38,547	39,680	40,814	41,947	43,081	44,214
5	38,054	39,323	40,591	41,860	43,129	44,398	45,666	46,935	48,204	49,473
6	42,419	43,833	45,247	46,661	48,075	49,489	50,903	52,317	53,731	55,145
7	47,137	48,708	50,279	51,850	53,420	54,991	56,562	58,133	59,704	61,274
8	52,203	53,944	55,684	57,424	59,164	60,904	62,644	64,384	66,124	67,864
9	57,659	59,581	61,503	63,425	65,347	67,269	69,191	71,113	73,036	74,958
10	63,496	65,613	67,729	69,846	71,963	74,079	76,196	78,313	80,429	82,546
11	69,761	72,087	74,412	76,737	79,062	81,387	83,713	86,038	88,363	90,688
12	83,615	86,403	89,191	91,978	94,766	97,554	100,342	103,129	105,917	108,705
13	99,429	102,744	106,059	109,373	112,688	116,003	119,317	122,632	125,947	129,261
14	117,495	121,411	125,327	129,244	133,160	137,076	140,992	144,908	148,825	152,741
15	138,206	142,813	147,421	152,028	156,636	161,243	165,851	170,458	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,820	\$ 23,585	\$ 24,344	\$ 25,099	\$ 25,858	\$ 26,301	\$ 27,051	\$ 27,808	\$ 27,838	\$ 28,548
2	25,659	26,270	27,120	27,838	28,151	28,979	29,807	30,635	31,463	32,290
3	27,997	28,930	29,863	30,796	31,729	32,662	33,595	34,528	35,461	36,394
4	31,429	32,476	33,523	34,571	35,618	36,666	37,713	38,761	39,808	40,855
5	35,163	36,335	37,508	38,680	39,852	41,025	42,197	43,370	44,542	45,714
6	39,196	40,503	41,809	43,116	44,423	45,729	47,036	48,343	49,649	50,956
7	43,556	45,008	46,459	47,911	49,362	50,814	52,265	53,717	55,168	56,619
8	48,238	49,846	51,454	53,061	54,669	56,277	57,885	59,493	61,101	62,709
9	53,279	55,055	56,831	58,607	60,383	62,159	63,935	65,711	67,487	69,263
10	58,672	60,628	62,584	64,540	66,496	68,452	70,408	72,364	74,319	76,275
11	64,462	66,610	68,759	70,907	73,056	75,205	77,353	79,502	81,650	83,799
12	77,263	79,839	82,415	84,991	87,567	90,143	92,719	95,295	97,871	100,447
13	91,876	94,939	98,002	101,064	104,127	107,190	110,253	113,316	116,379	119,442
14	108,569	112,188	115,807	119,425	123,044	126,663	130,281	133,900	137,519	141,138
15	127,707	131,964	136,222	140,479	144,736	148,994	153,251	157,509	161,766	166,024

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,361	\$ 26,211	\$ 27,054	\$ 27,893	\$ 28,736	\$ 29,229	\$ 30,063	\$ 30,903	\$ 30,937	\$ 31,726
2	28,516	29,194	30,139	30,937	31,285	32,205	33,125	34,045	34,965	35,885
3	31,114	32,151	33,187	34,224	35,261	36,298	37,335	38,372	39,409	40,445
4	34,928	36,092	37,256	38,420	39,584	40,748	41,912	43,076	44,240	45,404
5	39,078	40,381	41,683	42,986	44,289	45,592	46,895	48,198	49,501	50,804
6	43,560	45,012	46,464	47,916	49,368	50,821	52,273	53,725	55,177	56,629
7	48,406	50,019	51,632	53,245	54,858	56,471	58,084	59,697	61,310	62,923
8	53,608	55,395	57,182	58,969	60,756	62,543	64,330	66,117	67,903	69,690
9	59,210	61,184	63,158	65,132	67,105	69,079	71,053	73,027	75,001	76,974
10	65,204	67,378	69,552	71,725	73,899	76,072	78,246	80,420	82,593	84,767
11	71,638	74,026	76,414	78,802	81,189	83,577	85,965	88,353	90,740	93,128
12	85,865	88,728	91,590	94,453	97,316	100,179	103,041	105,904	108,767	111,629
13	102,104	105,508	108,912	112,316	115,720	119,124	122,528	125,931	129,335	132,739
14	120,656	124,678	128,699	132,721	136,743	140,764	144,786	148,807	152,829	156,850
15	141,924	146,656	151,387	156,119	160,850	165,581	170,313	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,642	\$ 28,568	\$ 29,487	\$ 30,401	\$ 31,320	\$ 31,858	\$ 32,766	\$ 33,683	\$ 33,719	\$ 34,579
2	31,080	31,820	32,849	33,719	34,098	35,101	36,104	37,107	38,110	39,112
3	33,912	35,042	36,172	37,302	38,432	39,562	40,692	41,822	42,952	44,083
4	38,069	39,337	40,606	41,875	43,143	44,412	45,681	46,950	48,218	49,487
5	42,592	44,012	45,432	46,852	48,272	49,692	51,112	52,532	53,952	55,372
6	47,477	49,060	50,643	52,225	53,808	55,391	56,973	58,556	60,139	61,722
7	52,759	54,517	56,275	58,033	59,791	61,549	63,307	65,065	66,823	68,581
8	58,429	60,376	62,324	64,272	66,219	68,167	70,115	72,062	74,010	75,958
9	64,535	66,686	68,837	70,989	73,140	75,291	77,443	79,594	81,745	83,897
10	71,068	73,437	75,806	78,175	80,544	82,914	85,283	87,652	90,021	92,390
11	78,081	80,683	83,286	85,888	88,491	91,093	93,696	96,298	98,901	101,503
12	93,587	96,707	99,827	102,947	106,067	109,187	112,308	115,428	118,548	121,668
13	111,286	114,996	118,706	122,416	126,126	129,836	133,546	137,256	140,966	144,676
14	131,507	135,890	140,273	144,656	149,040	153,423	157,806	162,189	166,572	170,800 *
15	154,687	159,844	165,001	170,158	170,800 *	170,800 *	170,800 *	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,824	\$ 25,655	\$ 26,481	\$ 27,302	\$ 28,127	\$ 28,610	\$ 29,425	\$ 30,249	\$ 30,282	\$ 31,054
2	27,911	28,576	29,500	30,282	30,622	31,523	32,423	33,324	34,224	35,125
3	30,454	31,469	32,484	33,499	34,514	35,529	36,544	37,559	38,573	39,588
4	34,187	35,327	36,466	37,606	38,745	39,884	41,024	42,163	43,302	44,442
5	38,250	39,525	40,800	42,075	43,351	44,626	45,901	47,176	48,452	49,727
6	42,637	44,058	45,480	46,901	48,322	49,744	51,165	52,586	54,008	55,429
7	47,380	48,959	50,537	52,116	53,695	55,274	56,853	58,432	60,011	61,589
8	52,472	54,221	55,970	57,719	59,468	61,217	62,966	64,715	66,464	68,214
9	57,955	59,887	61,819	63,751	65,683	67,615	69,547	71,479	73,411	75,343
10	63,822	65,950	68,078	70,205	72,333	74,460	76,588	78,716	80,843	82,971
11	70,120	72,457	74,794	77,132	79,469	81,806	84,143	86,480	88,817	91,155
12	84,045	86,847	89,649	92,452	95,254	98,056	100,858	103,660	106,462	109,264
13	99,941	103,272	106,604	109,936	113,268	116,599	119,931	123,263	126,594	129,926
14	118,099	122,036	125,972	129,908	133,845	137,781	141,717	145,654	149,590	153,527
15	138,917	143,548	148,179	152,810	157,441	162,072	166,704	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,992	\$ 23,763	\$ 24,528	\$ 25,288	\$ 26,052	\$ 26,499	\$ 27,255	\$ 28,017	\$ 28,048	\$ 28,763
2	25,852	26,468	27,324	28,048	28,363	29,197	30,031	30,865	31,700	32,534
3	28,208	29,148	30,088	31,028	31,968	32,908	33,848	34,788	35,728	36,668
4	31,665	32,721	33,776	34,831	35,887	36,942	37,997	39,053	40,108	41,163
5	35,428	36,609	37,790	38,972	40,153	41,334	42,515	43,696	44,878	46,059
6	39,492	40,808	42,125	43,441	44,758	46,074	47,391	48,707	50,024	51,340
7	43,885	45,347	46,809	48,272	49,734	51,197	52,659	54,121	55,584	57,046
8	48,601	50,221	51,841	53,461	55,081	56,701	58,321	59,941	61,562	63,182
9	53,680	55,470	57,259	59,049	60,838	62,627	64,417	66,206	67,996	69,785
10	59,114	61,085	63,056	65,026	66,997	68,968	70,938	72,909	74,880	76,850
11	64,948	67,112	69,277	71,442	73,607	75,771	77,936	80,101	82,266	84,430
12	77,845	80,441	83,036	85,632	88,227	90,822	93,418	96,013	98,608	101,204
13	92,568	95,654	98,740	101,826	104,912	107,998	111,084	114,170	117,256	120,342
14	109,387	113,033	116,679	120,325	123,971	127,617	131,263	134,909	138,555	142,201
15	128,669	132,959	137,248	141,538	145,827	150,117	154,406	158,696	162,985	167,275

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,902	\$ 23,670	\$ 24,432	\$ 25,189	\$ 25,951	\$ 26,396	\$ 27,148	\$ 27,908	\$ 27,938	\$ 28,651
2	25,751	26,364	27,217	27,938	28,252	29,083	29,914	30,745	31,576	32,407
3	28,097	29,034	29,970	30,907	31,843	32,779	33,716	34,652	35,588	36,525
4	31,542	32,593	33,644	34,695	35,746	36,798	37,849	38,900	39,951	41,002
5	35,289	36,466	37,643	38,819	39,996	41,172	42,349	43,526	44,702	45,879
6	39,337	40,649	41,960	43,271	44,583	45,894	47,205	48,517	49,828	51,139
7	43,713	45,170	46,626	48,083	49,540	50,996	52,453	53,910	55,366	56,823
8	48,411	50,025	51,639	53,252	54,866	56,480	58,093	59,707	61,321	62,935
9	53,470	55,253	57,035	58,818	60,600	62,383	64,165	65,948	67,730	69,512
10	58,883	60,846	62,809	64,772	66,735	68,698	70,661	72,624	74,587	76,550
11	64,694	66,850	69,006	71,162	73,319	75,475	77,631	79,788	81,944	84,100
12	77,541	80,126	82,712	85,297	87,882	90,467	93,052	95,638	98,223	100,808
13	92,206	95,280	98,354	101,428	104,502	107,576	110,650	113,724	116,797	119,871
14	108,960	112,591	116,223	119,855	123,487	127,118	130,750	134,382	138,013	141,645
15	128,166	132,439	136,712	140,984	145,257	149,530	153,802	158,075	162,348	166,621

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,770	\$ 23,533	\$ 24,290	\$ 25,043	\$ 25,800	\$ 26,243	\$ 26,991	\$ 27,746	\$ 27,776	\$ 28,484
2	25,602	26,211	27,059	27,776	28,088	28,914	29,740	30,566	31,392	32,219
3	27,934	28,865	29,796	30,727	31,658	32,589	33,520	34,451	35,382	36,313
4	31,359	32,404	33,449	34,494	35,539	36,584	37,629	38,674	39,719	40,765
5	35,085	36,254	37,424	38,594	39,764	40,933	42,103	43,273	44,443	45,612
6	39,109	40,413	41,716	43,020	44,324	45,628	46,931	48,235	49,539	50,843
7	43,459	44,908	46,356	47,804	49,252	50,700	52,149	53,597	55,045	56,493
8	48,130	49,735	51,339	52,943	54,548	56,152	57,756	59,361	60,965	62,569
9	53,160	54,932	56,704	58,476	60,248	62,021	63,793	65,565	67,337	69,109
10	58,542	60,493	62,445	64,396	66,348	68,299	70,251	72,202	74,154	76,105
11	64,318	66,462	68,606	70,750	72,893	75,037	77,181	79,325	81,468	83,612
12	77,091	79,661	82,232	84,802	87,372	89,942	92,512	95,083	97,653	100,223
13	91,671	94,727	97,783	100,839	103,895	106,952	110,008	113,064	116,120	119,176
14	108,328	111,938	115,549	119,159	122,770	126,381	129,991	133,602	137,213	140,823
15	127,422	131,670	135,918	140,166	144,414	148,662	152,910	157,158	161,406	165,654

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,500	\$ 26,354	\$ 27,202	\$ 28,045	\$ 28,893	\$ 29,389	\$ 30,227	\$ 31,073	\$ 31,106	\$ 31,900
2	28,672	29,354	30,304	31,106	31,456	32,381	33,306	34,231	35,157	36,082
3	31,284	32,326	33,369	34,411	35,454	36,497	37,539	38,582	39,624	40,667
4	35,119	36,289	37,460	38,630	39,800	40,971	42,141	43,312	44,482	45,652
5	39,291	40,601	41,911	43,222	44,532	45,842	47,152	48,462	49,772	51,082
6	43,798	45,258	46,718	48,178	49,639	51,099	52,559	54,019	55,479	56,939
7	48,670	50,292	51,914	53,536	55,158	56,780	58,402	60,023	61,645	63,267
8	53,901	55,698	57,495	59,291	61,088	62,885	64,682	66,478	68,275	70,072
9	59,534	61,519	63,503	65,488	67,473	69,457	71,442	73,426	75,411	77,396
10	65,561	67,747	69,932	72,118	74,303	76,489	78,674	80,860	83,045	85,231
11	72,030	74,431	76,832	79,233	81,634	84,034	86,435	88,836	91,237	93,638
12	86,335	89,213	92,091	94,970	97,848	100,727	103,605	106,483	109,362	112,240
13	102,663	106,085	109,508	112,930	116,353	119,775	123,198	126,620	130,043	133,465
14	121,316	125,360	129,404	133,447	137,491	141,534	145,578	149,621	153,665	157,709
15	142,701	147,458	152,215	156,973	161,730	166,487	170,800 *	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,660	\$ 23,420	\$ 24,173	\$ 24,922	\$ 25,676	\$ 26,117	\$ 26,861	\$ 27,612	\$ 27,642	\$ 28,347
2	25,479	26,085	26,929	27,642	27,953	28,775	29,597	30,419	31,242	32,064
3	27,800	28,727	29,653	30,579	31,506	32,432	33,359	34,285	35,212	36,138
4	31,208	32,248	33,288	34,328	35,368	36,408	37,448	38,488	39,529	40,569
5	34,916	36,080	37,244	38,408	39,573	40,737	41,901	43,065	44,229	45,393
6	38,921	40,218	41,516	42,813	44,111	45,408	46,706	48,003	49,301	50,598
7	43,251	44,692	46,133	47,574	49,016	50,457	51,898	53,339	54,781	56,222
8	47,899	49,496	51,092	52,689	54,285	55,882	57,479	59,075	60,672	62,269
9	52,905	54,668	56,432	58,195	59,959	61,723	63,486	65,250	67,013	68,777
10	58,260	60,202	62,145	64,087	66,029	67,971	69,913	71,855	73,798	75,740
11	64,009	66,143	68,276	70,409	72,543	74,676	76,810	78,943	81,077	83,210
12	76,721	79,278	81,836	84,394	86,952	89,510	92,068	94,626	97,183	99,741
13	91,231	94,272	97,313	100,355	103,396	106,437	109,479	112,520	115,562	118,603
14	107,807	111,400	114,993	118,587	122,180	125,773	129,367	132,960	136,553	140,146
15	126,810	131,037	135,265	139,492	143,720	147,948	152,175	156,403	160,630	164,858

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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,341	\$ 26,191	\$ 27,034	\$ 27,871	\$ 28,714	\$ 29,207	\$ 30,039	\$ 30,880	\$ 30,913	\$ 31,702
2	28,494	29,172	30,116	30,913	31,261	32,180	33,100	34,019	34,938	35,858
3	31,090	32,126	33,162	34,198	35,234	36,270	37,306	38,342	39,378	40,414
4	34,901	36,064	37,227	38,390	39,553	40,716	41,880	43,043	44,206	45,369
5	39,048	40,349	41,651	42,953	44,255	45,557	46,859	48,161	49,463	50,765
6	43,526	44,977	46,428	47,879	49,330	50,781	52,232	53,683	55,134	56,585
7	48,368	49,980	51,592	53,204	54,815	56,427	58,039	59,651	61,263	62,874
8	53,567	55,352	57,138	58,923	60,709	62,494	64,280	66,066	67,851	69,637
9	59,165	61,137	63,109	65,081	67,054	69,026	70,998	72,970	74,943	76,915
10	65,154	67,326	69,498	71,670	73,842	76,014	78,186	80,358	82,530	84,702
11	71,583	73,969	76,355	78,741	81,127	83,513	85,899	88,285	90,670	93,056
12	85,799	88,659	91,520	94,380	97,241	100,101	102,962	105,822	108,683	111,543
13	102,026	105,427	108,828	112,229	115,631	119,032	122,433	125,834	129,236	132,637
14	120,563	124,582	128,600	132,619	136,637	140,656	144,674	148,693	152,711	156,730
15	141,815	146,543	151,270	155,998	160,726	165,454	170,182	170,800 *	170,800 *	170,800 *

\* 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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,366	\$ 24,149	\$ 24,926	\$ 25,698	\$ 26,475	\$ 26,930	\$ 27,697	\$ 28,472	\$ 28,503	\$ 29,230
2	26,272	26,897	27,768	28,503	28,824	29,671	30,519	31,367	32,214	33,062
3	28,666	29,621	30,576	31,532	32,487	33,442	34,397	35,353	36,308	37,263
4	32,180	33,252	34,324	35,397	36,469	37,542	38,614	39,687	40,759	41,832
5	36,003	37,203	38,404	39,604	40,805	42,005	43,205	44,406	45,606	46,807
6	40,133	41,471	42,808	44,146	45,484	46,822	48,160	49,498	50,836	52,174
7	44,597	46,083	47,569	49,055	50,542	52,028	53,514	55,000	56,486	57,972
8	49,390	51,037	52,683	54,329	55,976	57,622	59,268	60,915	62,561	64,207
9	54,552	56,370	58,189	60,007	61,826	63,644	65,463	67,281	69,100	70,918
10	60,074	62,077	64,079	66,082	68,085	70,087	72,090	74,093	76,095	78,098
11	66,002	68,202	70,402	72,602	74,802	77,001	79,201	81,401	83,601	85,801
12	79,109	81,747	84,384	87,022	89,659	92,297	94,934	97,572	100,209	102,847
13	94,071	97,207	100,343	103,479	106,615	109,751	112,887	116,023	119,159	122,296
14	111,163	114,868	118,574	122,279	125,984	129,689	133,394	137,099	140,805	144,510
15	130,758	135,117	139,476	143,835	148,195	152,554	156,913	161,272	165,631	169,990

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/>