

**SALARY TABLE 2020-DCB**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.48%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA**  
**TOTAL INCREASE: 3.52%**  
**EFFECTIVE JANUARY 2020**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 12.22	\$ 12.63	\$ 13.03	\$ 13.44	\$ 13.84	\$ 14.08	\$ 14.48	\$ 14.89	\$ 14.90	\$ 15.29
	O	18.33	18.95	19.55	20.16	20.76	21.12	21.72	22.34	22.35	22.94
2	B	13.74	14.07	14.52	14.90	15.07	15.52	15.96	16.40	16.85	17.29
	O	20.61	21.11	21.78	22.35	22.61	23.28	23.94	24.60	25.28	25.94
3	B	14.99	15.49	15.99	16.49	16.99	17.49	17.99	18.49	18.99	19.49
	O	22.49	23.24	23.99	24.74	25.49	26.24	26.99	27.74	28.49	29.24
4	B	16.83	17.39	17.95	18.51	19.07	19.63	20.19	20.75	21.31	21.87
	O	25.25	26.09	26.93	27.77	28.61	29.45	30.29	31.13	31.97	32.81
5	B	18.83	19.45	20.08	20.71	21.34	21.97	22.59	23.22	23.85	24.48
	O	28.25	29.18	30.12	31.07	32.01	32.96	33.89	34.83	35.78	36.72
6	B	20.99	21.69	22.39	23.08	23.78	24.48	25.18	25.88	26.58	27.28
	O	31.49	32.54	33.59	34.62	35.67	36.72	37.77	38.82	39.87	40.92
7	B	23.32	24.10	24.87	25.65	26.43	27.21	27.98	28.76	29.54	30.31
	O	34.98	36.15	37.31	38.48	39.65	40.82	41.97	43.14	44.31	45.47
8	B	25.83	26.69	27.55	28.41	29.27	30.13	30.99	31.85	32.71	33.58
	O	38.75	40.04	41.33	42.62	43.91	45.20	46.49	47.12	47.12	47.12
9	B	28.53	29.48	30.43	31.38	32.33	33.28	34.23	35.18	36.13	37.08
	O	42.80	44.22	45.65	47.07	47.12	47.12	47.12	47.12	47.12	47.12
10	B	31.41	32.46	33.51	34.56	35.60	36.65	37.70	38.74	39.79	40.84
	O	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12
11	B	34.51	35.66	36.81	37.97	39.12	40.27	41.42	42.57	43.72	44.87
	O	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12	47.12
12	B	41.37	42.75	44.13	45.51	46.88	48.26	49.64	51.02	52.40	53.78
	O	47.12	47.12	47.12	47.12	47.12	48.26	49.64	51.02	52.40	53.78
13	B	49.19	50.83	52.47	54.11	55.75	57.39	59.03	60.67	62.31	63.95
	O	49.19	50.83	52.47	54.11	55.75	57.39	59.03	60.67	62.31	63.95
14	B	58.13	60.07	62.00	63.94	65.88	67.82	69.75	71.69	73.63	75.57
	O	58.13	60.07	62.00	63.94	65.88	67.82	69.75	71.69	73.63	75.57
15	B	68.38	70.66	72.93	75.21	77.49	79.77	81.84	81.84	81.84	81.84
	O	68.38	70.66	72.93	75.21	77.49	79.77	81.84	81.84	81.84	81.84

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>