

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

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

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

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

Applicable locations are shown on the 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>