

**SALARY TABLE 2020-CHI**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.59%**  
**FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI**  
**TOTAL INCREASE: 3.03%**  
**EFFECTIVE JANUARY 2020**

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

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 12.04	\$ 12.45	\$ 12.85	\$ 13.24	\$ 13.64	\$ 13.88	\$ 14.27	\$ 14.67	\$ 14.69	\$ 15.06
	O	18.06	18.68	19.28	19.86	20.46	20.82	21.41	22.01	22.04	22.59
2	B	13.54	13.86	14.31	14.69	14.85	15.29	15.73	16.16	16.60	17.04
	O	20.31	20.79	21.47	22.04	22.28	22.94	23.60	24.24	24.90	25.56
3	B	14.77	15.26	15.76	16.25	16.74	17.23	17.73	18.22	18.71	19.20
	O	22.16	22.89	23.64	24.38	25.11	25.85	26.60	27.33	28.07	28.80
4	B	16.58	17.14	17.69	18.24	18.79	19.35	19.90	20.45	21.01	21.56
	O	24.87	25.71	26.54	27.36	28.19	29.03	29.85	30.68	31.52	32.34
5	B	18.55	19.17	19.79	20.41	21.03	21.65	22.27	22.88	23.50	24.12
	O	27.83	28.76	29.69	30.62	31.55	32.48	33.41	34.32	35.25	36.18
6	B	20.68	21.37	22.06	22.75	23.44	24.13	24.82	25.51	26.20	26.89
	O	31.02	32.06	33.09	34.13	35.16	36.20	37.23	38.27	39.30	40.34
7	B	22.98	23.75	24.51	25.28	26.05	26.81	27.58	28.34	29.11	29.88
	O	34.47	35.63	36.77	37.92	39.08	40.22	41.37	42.51	43.67	44.82
8	B	25.45	26.30	27.15	28.00	28.85	29.70	30.54	31.39	32.24	33.09
	O	38.18	39.45	40.73	42.00	43.28	44.55	45.81	46.44	46.44	46.44
9	B	28.11	29.05	29.99	30.92	31.86	32.80	33.74	34.67	35.61	36.55
	O	42.17	43.58	44.99	46.38	46.44	46.44	46.44	46.44	46.44	46.44
10	B	30.96	31.99	33.02	34.06	35.09	36.12	37.15	38.18	39.22	40.25
	O	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44
11	B	34.01	35.15	36.28	37.41	38.55	39.68	40.82	41.95	43.08	44.22
	O	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44	46.44
12	B	40.77	42.13	43.49	44.85	46.21	47.56	48.92	50.28	51.64	53.00
	O	46.44	46.44	46.44	46.44	46.44	47.56	48.92	50.28	51.64	53.00
13	B	48.48	50.10	51.71	53.33	54.94	56.56	58.18	59.79	61.41	63.02
	O	48.48	50.10	51.71	53.33	54.94	56.56	58.18	59.79	61.41	63.02
14	B	57.29	59.20	61.11	63.02	64.93	66.83	68.74	70.65	72.56	74.47
	O	57.29	59.20	61.11	63.02	64.93	66.83	68.74	70.65	72.56	74.47
15	B	67.39	69.63	71.88	74.13	76.37	78.62	80.86	81.84	81.84	81.84
	O	67.39	69.63	71.88	74.13	76.37	78.62	80.86	81.84	81.84	81.84

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

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