

APPENDIX NO. 4

FEDERAL SALARY SCHEDULES FOR 2020

The information in the body of this report reflects grades or salaries in effect on the first pay period on or after January 1, 2020.

EXECUTIVE SCHEDULE (EX)

Level I	\$219,200
Level II	\$197,300
Level III	\$181,500
Level IV	\$170,800
Level V	\$160,100

SENIOR EXECUTIVE SERVICE SCHEDULE (ES)

Pay ranges for the Senior Executive Service (SES) are established by law. The minimum is 120 percent of the rate of basic pay for GS-15, step 1. For agencies without a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SES performance appraisal system, SES members' pay may not exceed the rate payable for level II of the Executive Schedule. SES members are not entitled to locality-based comparability payments.**

Structure of the SES Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$131,240	\$197,300
Agencies without a Certified SES Performance Appraisal System	\$131,240	\$181,500

SENIOR LEVEL (SL)

Pay for SL positions ranges from 120 percent of the rate of basic pay for GS-15, step 1 to the rate payable for level III of the Executive Schedule. For agencies without a certified SL performance appraisal system, SL members' pay may not exceed the rate payable for level III of the Executive Schedule. For agencies with a certified SL performance appraisal system, SL members' pay may not exceed the rate payable for level II of the Executive Schedule. SL members are not entitled to locality-based comparability payments.**

Structure of the SL Pay System	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$131,239	\$197,300
Agencies without a Certified SES Performance Appraisal System	\$131,239	\$181,500

**Certain SES and SL employees in Non-Foreign Areas receive locality pay under provisions of the Non-Foreign Area Retirement Equity Assurance (AREA) Act (as contained in the National Defense Authorization Act for Fiscal Year 2010 (Pub. L. 111-84, October 28, 2009).

GENERAL SCHEDULE (GS)

Initial appointments to positions under the General Schedule are normally made at the minimum rate of the grade, although under certain circumstances, individuals with superior qualifications or fulfilling a special agency need may be paid at a rate above the minimum rate.

Step increases are granted to GS employees at the end of 52 weeks of service in steps 1, 2, and 3 of each grade; at the end of 104 weeks of service in steps 4, 5, and 6; and at the end of 156 weeks of service in steps 7, 8, and 9. An employee's work must be determined to be of an acceptable level of competence before granting a step increase. In addition to the periodic step increase, an employee whose work is outstanding may be advanced to the next higher step rate no more than once every 52 weeks. In addition to the 2020 basic pay rates listed below, GS employees are entitled to locality-based comparability payments for their respective locality pay area. The employee's locality rate of pay may not exceed the rate payable for level IV of the Executive Schedule. Certain GS employees may receive higher special rates instead of locality rates established to address significant recruitment or retention problems.

GENERAL SCHEDULE

Grade	2020 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$19,543	\$20,198	\$20,848	\$21,494	\$22,144	\$22,524	\$23,166	\$23,814	\$23,840	\$24,448
GS-2	21,974	22,497	23,225	23,840	24,108	24,817	25,526	26,235	26,944	27,653
GS-3	23,976	24,775	25,574	26,373	27,172	27,971	28,770	29,569	30,368	31,167
GS-4	26,915	27,812	28,709	29,606	30,503	31,400	32,297	33,194	34,091	34,988
GS-5	30,113	31,117	32,121	33,125	34,129	35,133	36,137	37,141	38,145	39,149
GS-6	33,567	34,686	35,805	36,924	38,043	39,162	40,281	41,400	42,519	43,638
GS-7	37,301	38,544	39,787	41,030	42,273	43,516	44,759	46,002	47,245	48,488
GS-8	41,310	42,687	44,064	45,441	46,818	48,195	49,572	50,949	52,326	53,703
GS-9	45,627	47,148	48,669	50,190	51,711	53,232	54,753	56,274	57,795	59,316
GS-10	50,246	51,921	53,596	55,271	56,946	58,621	60,296	61,971	63,646	65,321
GS-11	55,204	57,044	58,884	60,724	62,564	64,404	66,244	68,084	69,924	71,764
GS-12	66,167	68,373	70,579	72,785	74,991	77,197	79,403	81,609	83,815	86,021
GS-13	78,681	81,304	83,927	86,550	89,173	91,796	94,419	97,042	99,665	102,288
GS-14	92,977	96,076	99,175	102,274	105,373	108,472	111,571	114,670	117,769	120,868
GS-15	109,366	113,012	116,658	120,304	123,950	127,596	131,242	134,888	138,534	142,180

2020 LOCALITY PAY AREAS AND RATES

ALBANY–SCHENECTADY, NY	17.88%
ALBUQUERQUE–SANTA FE–LAS VEGAS, NM	16.68%
ATLANTA—ATHENS—CLARKE COUNTY—SANDY SPRINGS, GA–AL	22.16%
AUSTIN–ROUND ROCK, TX	18.17%
BOSTON–WORCESTER–PROVIDENCE, MA–RI–NH–CT–ME	29.11%
BUFFALO–CHEEKTOWAGA, NY	20.20%
CHARLOTTE–CONCORD, NC–SC	17.44%
CHICAGO–NAPERVILLE, IL–IN–WI	28.59%
CINCINNATI–WILMINGTON–MAYSVILLE, OH–KY–IN	20.55%
CLEVELAND–AKRON–CANTON, OH	20.82%
COLORADO SPRINGS, CO	17.78%
COLUMBUS–MARION–ZANESVILLE, OH	20.02%
DALLAS–FORT WORTH, TX–OK	24.98%
DAVENPORT–MOLINE, IA–IL	17.04%
DAYTON–SPRINGFIELD–SIDNEY, OH	19.18%
DENVER–AURORA, CO	27.13%
DETROIT–WARREN–ANN ARBOR, MI	27.32%
HARRISBURG–LEBANON, PA	17.20%
HARTFORD–WEST HARTFORD, CT–MA	29.49%
HOUSTON–THE WOODLANDS, TX	33.32%
HUNTSVILLE–DECATUR–ALBERTVILLE, AL	19.85%
INDIANAPOLIS–CARMEL–MUNCIE, IN	16.92%
KANSAS CITY–OVERLAND PARK–KANSAS CITY, MO–KS	17.13%
LAREDO, TX	18.88%
LAS VEGAS–HENDERSON, NV–AZ	17.68%
LOS ANGELES–LONG BEACH, CA	32.41%
MIAMI–FORT LAUDERDALE–PORT ST. LUCIE, FL	23.51%
MILWAUKEE–RACINE–WAUKESHA, WI	20.96%
MINNEAPOLIS–ST. PAUL, MN–WI	24.66%
NEW YORK–NEWARK, NY–NJ–CT–PA	33.98%
PALM BAY–MELBOURNE–TITUSVILLE, FL	16.73%
PHILADELPHIA–READING–CAMDEN, PA–NJ–DE–MD	26.04%
PHOENIX–MESA–SCOTTSDALE, AZ	20.12%
PITTSBURGH–NEW CASTLE–WEIRTON, PA–OH–WV	19.40%
PORTLAND–VANCOUVER–SALEM, OR–WA	23.74%
RALEIGH–DURHAM–CHAPEL HILL, NC	20.49%
RICHMOND, VA	19.95%
SACRAMENTO–ROSEVILLE, CA–NV	26.37%
SAN DIEGO–CARLSBAD, CA	29.77%
SAN JOSE–SAN FRANCISCO–OAKLAND, CA	41.44%
SEATTLE–TACOMA, WA	27.02%
ST. LOUIS–ST. CHARLES–FARMINGTON, MO–IL	17.65%
TUCSON–NOGALES, AZ	17.19%
WASHINGTON–BALTIMORE–ARLINGTON, DC–MD–VA–WV–PA	30.48%
REST OF UNITED STATES (Consisting of those portions of the United States and its territories and possessions as listed in 5 CFR 591.205 not located within another locality pay area.)	15.95%
STATE OF ALASKA	29.67%
STATE OF HAWAII	19.56%

Note: Locality pay areas are defined in 5 CFR 531.603(b) and are available on the Office of Personnel Management Website at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/salary-tables/pdf/2016/saltbl.pdf>.

**WASHINGTON-BALTIMORE-NORTHERN VIRGINIA, DC-MD-VA-WV-PA
LOCALITY PAY SCHEDULE**

The following salary tables reflect the locality pay rates for the Washington-Baltimore-Northern Virginia, DC-MD-VA-WV-PA locality pay area in 2020. The tables incorporate a locality payment of 30.48 percent.

GENERAL SCHEDULE

Grade	2020 Annual Rates and Steps									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$25,500	\$26,354	\$27,202	\$28,045	\$28,893	\$29,389	\$30,227	\$31,073	\$31,106	\$31,900
GS-2	28,672	29,354	30,304	31,106	31,456	32,381	33,306	34,231	35,157	36,082
GS-3	31,284	32,326	33,369	34,411	35,454	36,497	37,539	38,582	39,624	40,667
GS-4	35,119	36,289	37,460	38,630	39,800	40,971	42,141	43,312	44,482	45,652
GS-5	39,291	40,601	41,911	43,222	44,532	45,842	47,152	48,462	49,772	51,082
GS-6	43,798	45,258	46,718	48,178	49,639	51,099	52,559	54,019	55,479	56,939
GS-7	48,670	50,292	51,914	53,536	55,158	56,780	58,402	60,023	61,645	63,267
GS-8	53,901	55,698	57,495	59,291	61,088	62,885	64,682	66,478	68,275	70,072
GS-9	59,534	61,519	63,503	65,488	67,473	69,457	71,442	73,426	75,411	77,396
GS-10	65,561	67,747	69,932	72,118	74,303	76,489	78,674	80,860	83,045	85,231
GS-11	72,030	74,431	76,832	79,233	81,634	84,034	86,435	88,836	91,237	93,638
GS-12	86,335	89,213	92,091	94,970	97,848	100,727	103,605	106,483	109,362	112,240
GS-13	102,663	106,085	109,508	112,930	116,353	119,775	123,198	126,620	130,043	133,465
GS-14	121,316	125,360	129,404	133,447	137,491	141,534	145,578	149,621	153,665	157,709
GS-15	142,701	147,458	152,215	156,973	161,730	166,487	170,800*	170,800*	170,800*	170,800*

SPECIAL LAW ENFORCEMENT OFFICER (LEO) PAY SCHEDULES

Law enforcement officers at grades GS-3 through GS-10 are entitled to special base rates that are higher than General Schedule base rates. Such LEOs receive the locality payments applicable in their locality pay area on top of these special base rates. The locality pay area definitions and pay percentages are the same as those used for regular General Schedule employees.

SPECIAL SALARY RATES FOR LEOs

Grade	2020 Annual Rates and Steps										WGI
	1	2	3	4	5	6	7	8	9	10	
GS-3	\$28,770	\$29,569	\$30,368	\$31,167	\$31,966	\$32,765	\$33,564	\$34,363	\$35,162	\$35,961	\$799
GS-4	32,297	33,194	34,091	34,988	35,885	36,782	37,679	38,576	39,473	40,370	897
GS-5	37,141	38,145	39,149	40,153	41,157	42,161	43,165	44,169	45,173	46,177	1,004
GS-6	39,162	40,281	41,400	42,519	43,638	44,757	45,876	46,995	48,114	49,233	1,119
GS-7	42,273	43,516	44,759	46,002	47,245	48,488	49,731	50,974	52,217	53,460	1,243
GS-8	44,064	45,441	46,818	48,195	49,572	50,949	52,326	53,703	55,080	56,457	1,377
GS-9	47,148	48,669	50,190	51,711	53,232	54,753	56,274	57,795	59,316	60,837	1,521
GS-10	51,921	53,596	55,271	56,949	58,621	60,296	61,971	63,646	65,321	66,996	1,675

NOTE: These special base rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F)

THE FOREIGN SERVICE SCHEDULE

	Class								
	1	2	3	4	5	6	7	8	9
Step 1	\$109,366	\$88,619	\$71,808	\$58,186	\$47,148	\$42,149	\$37,680	\$33,685	\$30,113
Step 2	112,647	91,278	73,962	59,932	48,562	43,413	38,810	34,696	31,016
Step 3	116,026	94,016	76,181	61,730	50,019	44,716	39,975	35,736	31,947
Step 4	119,507	96,836	78,467	63,581	51,520	46,057	41,174	36,809	32,905
Step 5	123,092	99,741	80,821	65,489	53,065	47,439	42,409	37,913	33,892
Step 6	126,785	102,734	83,245	67,454	54,657	48,862	43,681	39,050	34,909
Step 7	130,589	105,816	85,743	69,477	56,297	50,328	44,992	40,222	35,956
Step 8	134,506	108,990	88,315	71,561	57,986	51,838	46,342	41,428	37,035
Step 9	138,542	112,260	90,964	73,708	59,726	53,393	47,732	42,671	38,146
Step 10	142,180	115,628	93,693	75,920	61,517	54,995	49,164	43,951	39,291
Step 11	142,180	119,097	96,504	78,197	63,363	56,645	50,639	45,270	40,469
Step 12	142,180	122,669	99,399	80,543	65,264	58,344	52,158	46,628	41,683
Step 13	142,180	126,350	102,381	82,959	67,222	60,094	53,723	48,027	42,934
Step 14	142,180	130,140	105,452	85,448	69,238	61,897	55,334	49,468	44,222

SENIOR FOREIGN SERVICE SCHEDULE

The Senior Foreign Service (SFS) pay system is an open-range, performance-based pay system that is linked to the SES pay system. SFS members, like SES members, are not entitled to automatic across-the-board increases and locality-based comparability payments. Instead, pay adjustments are based on a member's individual performance and/or contribution to the agency's performance.

The Executive order prescribes three SFS salary classes that are linked to the SES as follows:

(1) Career Minister (CM), with a range from 94 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule (Note: Career Ambassador (CA) SFS members are also paid within the CM rate range);

(2) Minister-Counselor (MC) with a range from 90 percent of the rate payable to level III of the Executive Schedule to 100 percent of the rate payable to level III of the Executive Schedule; and

(3) Counselor (OC), with a range from 120 percent of the rate payable to GS-15, step 1 to 100 percent of the rate payable to level III of the Executive Schedule.

The 2020 pay ranges for the SFS classes are:

SFS Class	Minimum	Maximum
OC	\$131,239	\$185,130
MC	\$131,239	\$194,205
CM, CA	\$131,239	\$197,300

**DEPARTMENT OF VETERANS AFFAIRS, VETERANS HEALTH ADMINISTRATION FEDERAL
SALARY SCHEDULES EFFECTIVE ON THE FIRST DAY OF THE FIRST APPLICABLE PAY
PERIOD BEGINNING ON OR AFTER JANUARY 1, 2020**

SCHEDULE FOR THE OFFICE OF THE UNDER SECRETARY FOR HEALTH
(38 U.S.C. 7306)*

	Minimum	Maximum
Assistant Under Secretaries for Health		\$157,279*
(Only applies to incumbents who are not physicians or dentists)		
Service Directors	\$116,844	\$ 145,113
Director, National Center for Preventive Health	98,654	164,974
Physician and Dentist Base and Longevity Schedule***		
Physician Grade	\$107,569	\$ 157,773
Dentist Grade	107,569	157,773
Clinical Podiatrist, Chiropractor, and Optometrist Schedule		
Chief Grade	\$142,701	\$170,800*
Senior Grade	121,316	157,709
Intermediate Grade	102,663	133,465
Full Grade	86,335	112,240
Associate Grade	72,030	93,638
*Rate limited to level IV of the Executive Schedule		
Physician Assistant and Expanded-Function Dental Auxiliary Schedule****		
Director Grade	\$102,646	\$ 133,444
Assistant Director Grade	87,263	113,444
Chief Grade	73,846	96,004
Senior Grade	62,101	80,731
Intermediate Grade	51,811	67,354
Full Grade	42,823	55,666
Associate Grade	36,850	47,902
Junior Grade	31,504	40,954

*This schedule does not apply to the Deputy Under Secretary for Health, the Associate Deputy Under Secretary for Health, Assistant Under Secretaries for Health who are physicians or dentists, Medical Directors, the Assistant Under Secretary for Nursing Programs, or the Director of Nursing Services.

**Pursuant to 38 U.S.C. 7404(d), the rate of basic pay payable to these employees is limited to the rate for level V of the Executive Schedule, which is \$150,200.

***Pursuant to section 3 of Public Law 108-445 and 38 U.S.C. 7431, Veterans Health Administration physicians and dentists may also be paid market pay and performance pay.

****Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b), as in effect on August 14, 1990, with subsequent adjustments.