

SALARY TABLE 2021-AL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.88%
FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY-MA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

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	\$ 11.15	\$ 11.52	\$ 11.89	\$ 12.26	\$ 12.63	\$ 12.85	\$ 13.22	\$ 13.59	\$ 13.60	\$ 13.95
	O	16.73	17.28	17.84	18.39	18.95	19.28	19.83	20.39	20.40	20.93
2	B	12.54	12.83	13.25	13.60	13.75	14.16	14.56	14.97	15.37	15.78
	O	18.81	19.25	19.88	20.40	20.63	21.24	21.84	22.46	23.06	23.67
3	B	16.41	16.87	17.32	17.78	18.24	18.69	19.15	19.60	20.06	20.52
	O	24.62	25.31	25.98	26.67	27.36	28.04	28.73	29.40	30.09	30.78
4	B	18.42	18.94	19.45	19.96	20.47	20.98	21.49	22.01	22.52	23.03
	O	27.63	28.41	29.18	29.94	30.71	31.47	32.24	33.02	33.78	34.55
5	B	21.19	21.76	22.33	22.91	23.48	24.05	24.62	25.20	25.77	26.34
	O	31.79	32.64	33.50	34.37	35.22	36.08	36.93	37.80	38.66	39.51
6	B	22.34	22.98	23.62	24.26	24.89	25.53	26.17	26.81	27.45	28.08
	O	33.51	34.47	35.43	36.39	37.34	38.30	39.26	40.22	41.18	42.12
7	B	24.12	24.83	25.54	26.25	26.95	27.66	28.37	29.08	29.79	30.50
	O	36.18	37.25	38.31	39.38	40.43	41.49	42.56	43.62	44.43	44.43
8	B	25.14	25.92	26.71	27.49	28.28	29.07	29.85	30.64	31.42	32.21
	O	37.71	38.88	40.07	41.24	42.42	43.61	44.43	44.43	44.43	44.43
9	B	26.90	27.76	28.63	29.50	30.37	31.23	32.10	32.97	33.84	34.70
	O	40.35	41.64	42.95	44.25	44.43	44.43	44.43	44.43	44.43	44.43
10	B	29.62	30.58	31.53	32.49	33.44	34.40	35.35	36.31	37.27	38.22
	O	44.43	44.43	44.43	44.43	44.43	44.43	44.43	44.43	44.43	44.43
11	B	31.49	32.54	33.59	34.64	35.69	36.74	37.79	38.84	39.89	40.94
	O	44.43	44.43	44.43	44.43	44.43	44.43	44.43	44.43	44.43	44.43
12	B	37.75	39.01	40.26	41.52	42.78	44.04	45.30	46.56	47.81	49.07
	O	44.43	44.43	44.43	44.43	44.43	44.43	45.30	46.56	47.81	49.07
13	B	44.89	46.38	47.88	49.37	50.87	52.37	53.86	55.36	56.86	58.35
	O	44.89	46.38	47.88	49.37	50.87	52.37	53.86	55.36	56.86	58.35
14	B	53.04	54.81	56.58	58.35	60.11	61.88	63.65	65.42	67.18	68.95
	O	53.04	54.81	56.58	58.35	60.11	61.88	63.65	65.42	67.18	68.95
15	B	62.39	64.47	66.55	68.63	70.71	72.79	74.87	76.95	79.03	81.11
	O	62.39	64.47	66.55	68.63	70.71	72.79	74.87	76.95	79.03	81.11

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>