

SALARY TABLE 2021-AU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.17%
FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX
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	\$ 11.18	\$ 11.55	\$ 11.92	\$ 12.29	\$ 12.66	\$ 12.88	\$ 13.25	\$ 13.62	\$ 13.63	\$ 13.98
	O	16.77	17.33	17.88	18.44	18.99	19.32	19.88	20.43	20.45	20.97
2	B	12.57	12.87	13.28	13.63	13.79	14.19	14.60	15.00	15.41	15.81
	O	18.86	19.31	19.92	20.45	20.69	21.29	21.90	22.50	23.12	23.72
3	B	16.45	16.91	17.37	17.82	18.28	18.74	19.20	19.65	20.11	20.57
	O	24.68	25.37	26.06	26.73	27.42	28.11	28.80	29.48	30.17	30.86
4	B	18.47	18.98	19.50	20.01	20.52	21.03	21.55	22.06	22.57	23.09
	O	27.71	28.47	29.25	30.02	30.78	31.55	32.33	33.09	33.86	34.64
5	B	21.24	21.81	22.39	22.96	23.54	24.11	24.68	25.26	25.83	26.41
	O	31.86	32.72	33.59	34.44	35.31	36.17	37.02	37.89	38.75	39.62
6	B	22.40	23.04	23.68	24.32	24.95	25.59	26.23	26.87	27.51	28.15
	O	33.60	34.56	35.52	36.48	37.43	38.39	39.35	40.31	41.27	42.23
7	B	24.18	24.89	25.60	26.31	27.02	27.73	28.44	29.15	29.87	30.58
	O	36.27	37.34	38.40	39.47	40.53	41.60	42.66	43.73	44.54	44.54
8	B	25.20	25.99	26.77	27.56	28.35	29.14	29.93	30.71	31.50	32.29
	O	37.80	38.99	40.16	41.34	42.53	43.71	44.54	44.54	44.54	44.54
9	B	26.96	27.83	28.70	29.57	30.44	31.31	32.18	33.05	33.92	34.79
	O	40.44	41.75	43.05	44.36	44.54	44.54	44.54	44.54	44.54	44.54
10	B	29.69	30.65	31.61	32.57	33.52	34.48	35.44	36.40	37.36	38.31
	O	44.54	44.54	44.54	44.54	44.54	44.54	44.54	44.54	44.54	44.54
11	B	31.57	32.62	33.68	34.73	35.78	36.83	37.89	38.94	39.99	41.04
	O	44.54	44.54	44.54	44.54	44.54	44.54	44.54	44.54	44.54	44.54
12	B	37.84	39.10	40.36	41.62	42.89	44.15	45.41	46.67	47.93	49.19
	O	44.54	44.54	44.54	44.54	44.54	44.54	45.41	46.67	47.93	49.19
13	B	45.00	46.50	48.00	49.50	51.00	52.50	54.00	55.50	57.00	58.50
	O	45.00	46.50	48.00	49.50	51.00	52.50	54.00	55.50	57.00	58.50
14	B	53.17	54.94	56.72	58.49	60.26	62.03	63.81	65.58	67.35	69.12
	O	53.17	54.94	56.72	58.49	60.26	62.03	63.81	65.58	67.35	69.12
15	B	62.54	64.63	66.71	68.80	70.88	72.97	75.05	77.14	79.22	81.31
	O	62.54	64.63	66.71	68.80	70.88	72.97	75.05	77.14	79.22	81.31

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/>