

**SALARY TABLE 2021-CS (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.78%**  
**FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO**  
**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	\$ 11.14	\$ 11.51	\$ 11.88	\$ 12.25	\$ 12.62	\$ 12.84	\$ 13.20	\$ 13.57	\$ 13.59	\$ 13.93
	O	16.71	17.27	17.82	18.38	18.93	19.26	19.80	20.36	20.39	20.90
2	B	12.53	12.82	13.24	13.59	13.74	14.15	14.55	14.95	15.36	15.76
	O	18.80	19.23	19.86	20.39	20.61	21.23	21.83	22.43	23.04	23.64
3	B	16.40	16.85	17.31	17.77	18.22	18.68	19.13	19.59	20.04	20.50
	O	24.60	25.28	25.97	26.66	27.33	28.02	28.70	29.39	30.06	30.75
4	B	18.41	18.92	19.43	19.94	20.45	20.97	21.48	21.99	22.50	23.01
	O	27.62	28.38	29.15	29.91	30.68	31.46	32.22	32.99	33.75	34.52
5	B	21.17	21.74	22.31	22.89	23.46	24.03	24.60	25.18	25.75	26.32
	O	31.76	32.61	33.47	34.34	35.19	36.05	36.90	37.77	38.63	39.48
6	B	22.32	22.96	23.60	24.23	24.87	25.51	26.15	26.79	27.42	28.06
	O	33.48	34.44	35.40	36.35	37.31	38.27	39.23	40.19	41.13	42.09
7	B	24.10	24.81	25.51	26.22	26.93	27.64	28.35	29.06	29.77	30.48
	O	36.15	37.22	38.27	39.33	40.40	41.46	42.53	43.59	44.39	44.39
8	B	25.12	25.90	26.69	27.47	28.26	29.04	29.83	30.61	31.40	32.18
	O	37.68	38.85	40.04	41.21	42.39	43.56	44.39	44.39	44.39	44.39
9	B	26.87	27.74	28.61	29.47	30.34	31.21	32.07	32.94	33.81	34.68
	O	40.31	41.61	42.92	44.21	44.39	44.39	44.39	44.39	44.39	44.39
10	B	29.59	30.55	31.50	32.46	33.41	34.37	35.32	36.28	37.23	38.19
	O	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39
11	B	31.47	32.52	33.56	34.61	35.66	36.71	37.76	38.81	39.86	40.91
	O	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39	44.39
12	B	37.71	38.97	40.23	41.49	42.74	44.00	45.26	46.52	47.77	49.03
	O	44.39	44.39	44.39	44.39	44.39	44.39	45.26	46.52	47.77	49.03
13	B	44.85	46.34	47.84	49.33	50.83	52.32	53.82	55.31	56.81	58.30
	O	44.85	46.34	47.84	49.33	50.83	52.32	53.82	55.31	56.81	58.30
14	B	53.00	54.76	56.53	58.30	60.06	61.83	63.60	65.36	67.13	68.89
	O	53.00	54.76	56.53	58.30	60.06	61.83	63.60	65.36	67.13	68.89
15	B	62.34	64.42	66.49	68.57	70.65	72.73	74.81	76.88	78.96	81.04
	O	62.34	64.42	66.49	68.57	70.65	72.73	74.81	76.88	78.96	81.04

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/>