

**SALARY TABLE 2021-CT (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.44%**  
**FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC**  
**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	\$ 11.11	\$ 11.48	\$ 11.85	\$ 12.22	\$ 12.59	\$ 12.80	\$ 13.17	\$ 13.53	\$ 13.55	\$ 13.89
	O	16.67	17.22	17.78	18.33	18.89	19.20	19.76	20.30	20.33	20.84
2	B	12.49	12.79	13.20	13.55	13.70	14.10	14.51	14.91	15.31	15.72
	O	18.74	19.19	19.80	20.33	20.55	21.15	21.77	22.37	22.97	23.58
3	B	16.35	16.81	17.26	17.71	18.17	18.62	19.08	19.53	19.98	20.44
	O	24.53	25.22	25.89	26.57	27.26	27.93	28.62	29.30	29.97	30.66
4	B	18.36	18.87	19.38	19.89	20.40	20.91	21.41	21.92	22.43	22.94
	O	27.54	28.31	29.07	29.84	30.60	31.37	32.12	32.88	33.65	34.41
5	B	21.11	21.68	22.25	22.82	23.39	23.96	24.53	25.10	25.67	26.24
	O	31.67	32.52	33.38	34.23	35.09	35.94	36.80	37.65	38.51	39.36
6	B	22.26	22.89	23.53	24.16	24.80	25.44	26.07	26.71	27.34	27.98
	O	33.39	34.34	35.30	36.24	37.20	38.16	39.11	40.07	41.01	41.97
7	B	24.03	24.73	25.44	26.15	26.85	27.56	28.27	28.97	29.68	30.39
	O	36.05	37.10	38.16	39.23	40.28	41.34	42.41	43.46	44.27	44.27
8	B	25.04	25.83	26.61	27.39	28.17	28.96	29.74	30.52	31.31	32.09
	O	37.56	38.75	39.92	41.09	42.26	43.44	44.27	44.27	44.27	44.27
9	B	26.80	27.66	28.53	29.39	30.25	31.12	31.98	32.85	33.71	34.58
	O	40.20	41.49	42.80	44.09	44.27	44.27	44.27	44.27	44.27	44.27
10	B	29.51	30.46	31.41	32.37	33.32	34.27	35.22	36.17	37.13	38.08
	O	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27
11	B	31.38	32.42	33.47	34.51	35.56	36.61	37.65	38.70	39.74	40.79
	O	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27	44.27
12	B	37.61	38.86	40.11	41.37	42.62	43.87	45.13	46.38	47.64	48.89
	O	44.27	44.27	44.27	44.27	44.27	44.27	45.13	46.38	47.64	48.89
13	B	44.72	46.21	47.70	49.19	50.68	52.17	53.66	55.15	56.64	58.13
	O	44.72	46.21	47.70	49.19	50.68	52.17	53.66	55.15	56.64	58.13
14	B	52.84	54.60	56.37	58.13	59.89	61.65	63.41	65.17	66.93	68.70
	O	52.84	54.60	56.37	58.13	59.89	61.65	63.41	65.17	66.93	68.70
15	B	62.16	64.23	66.30	68.37	70.45	72.52	74.59	76.66	78.73	80.81
	O	62.16	64.23	66.30	68.37	70.45	72.52	74.59	76.66	78.73	80.81

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/>