

**SALARY TABLE 2021-DCB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.48%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA**  
**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	\$ 12.34	\$ 12.75	\$ 13.16	\$ 13.57	\$ 13.98	\$ 14.22	\$ 14.63	\$ 15.04	\$ 15.05	\$ 15.44
	O	18.51	19.13	19.74	20.36	20.97	21.33	21.95	22.56	22.58	23.16
2	B	13.88	14.21	14.67	15.05	15.22	15.67	16.12	16.57	17.01	17.46
	O	20.82	21.32	22.01	22.58	22.83	23.51	24.18	24.86	25.52	26.19
3	B	18.17	18.67	19.18	19.68	20.19	20.69	21.19	21.70	22.20	22.71
	O	27.26	28.01	28.77	29.52	30.29	31.04	31.79	32.55	33.30	34.07
4	B	20.39	20.96	21.53	22.09	22.66	23.23	23.79	24.36	24.93	25.49
	O	30.59	31.44	32.30	33.14	33.99	34.85	35.69	36.54	37.40	38.24
5	B	23.45	24.09	24.72	25.35	25.99	26.62	27.26	27.89	28.52	29.16
	O	35.18	36.14	37.08	38.03	38.99	39.93	40.89	41.84	42.78	43.74
6	B	24.73	25.44	26.14	26.85	27.55	28.26	28.97	29.67	30.38	31.09
	O	37.10	38.16	39.21	40.28	41.33	42.39	43.46	44.51	45.57	46.64
7	B	26.69	27.48	28.27	29.05	29.84	30.62	31.41	32.19	32.98	33.76
	O	40.04	41.22	42.41	43.58	44.76	45.93	47.12	48.29	49.19	49.19
8	B	27.82	28.69	29.56	30.43	31.30	32.17	33.04	33.91	34.78	35.65
	O	41.73	43.04	44.34	45.65	46.95	48.26	49.19	49.19	49.19	49.19
9	B	29.77	30.73	31.69	32.65	33.61	34.57	35.53	36.49	37.45	38.41
	O	44.66	46.10	47.54	48.98	49.19	49.19	49.19	49.19	49.19	49.19
10	B	32.79	33.84	34.90	35.96	37.02	38.07	39.13	40.19	41.25	42.31
	O	49.19	49.19	49.19	49.19	49.19	49.19	49.19	49.19	49.19	49.19
11	B	34.86	36.02	37.18	38.35	39.51	40.67	41.83	42.99	44.16	45.32
	O	49.19	49.19	49.19	49.19	49.19	49.19	49.19	49.19	49.19	49.19
12	B	41.78	43.17	44.57	45.96	47.35	48.75	50.14	51.53	52.93	54.32
	O	49.19	49.19	49.19	49.19	49.19	49.19	50.14	51.53	52.93	54.32
13	B	49.68	51.34	53.00	54.65	56.31	57.96	59.62	61.28	62.93	64.59
	O	49.68	51.34	53.00	54.65	56.31	57.96	59.62	61.28	62.93	64.59
14	B	58.71	60.67	62.62	64.58	66.54	68.50	70.45	72.41	74.37	76.32
	O	58.71	60.67	62.62	64.58	66.54	68.50	70.45	72.41	74.37	76.32
15	B	69.06	71.36	73.66	75.97	78.27	80.57	82.65	82.65	82.65	82.65
	O	69.06	71.36	73.66	75.97	78.27	80.57	82.65	82.65	82.65	82.65

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>