

**SALARY TABLE 2021-DEN**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.13%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA, 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	\$ 12.02	\$ 12.43	\$ 12.83	\$ 13.22	\$ 13.62	\$ 13.86	\$ 14.25	\$ 14.65	\$ 14.67	\$ 15.04
	O	18.03	18.65	19.25	19.83	20.43	20.79	21.38	21.98	22.01	22.56
2	B	13.52	13.84	14.29	14.67	14.83	15.27	15.70	16.14	16.58	17.01
	O	20.28	20.76	21.44	22.01	22.25	22.91	23.55	24.21	24.87	25.52
3	B	14.75	15.24	15.73	16.23	16.72	17.21	17.70	18.19	18.68	19.18
	O	22.13	22.86	23.60	24.35	25.08	25.82	26.55	27.29	28.02	28.77
4	B	16.56	17.11	17.66	18.21	18.77	19.32	19.87	20.42	20.97	21.53
	O	24.84	25.67	26.49	27.32	28.16	28.98	29.81	30.63	31.46	32.30
5	B	18.53	19.14	19.76	20.38	21.00	21.62	22.23	22.85	23.47	24.09
	O	27.80	28.71	29.64	30.57	31.50	32.43	33.35	34.28	35.21	36.14
6	B	20.65	21.34	22.03	22.72	23.41	24.09	24.78	25.47	26.16	26.85
	O	30.98	32.01	33.05	34.08	35.12	36.14	37.17	38.21	39.24	40.28
7	B	22.95	23.71	24.48	25.24	26.01	26.77	27.54	28.30	29.07	29.84
	O	34.43	35.57	36.72	37.86	39.02	40.16	41.31	42.45	43.61	44.76
8	B	25.42	26.26	27.11	27.96	28.80	29.65	30.50	31.35	32.19	33.04
	O	38.13	39.39	40.67	41.94	43.20	44.48	45.75	46.37	46.37	46.37
9	B	28.07	29.01	29.94	30.88	31.81	32.75	33.69	34.62	35.56	36.49
	O	42.11	43.52	44.91	46.32	46.37	46.37	46.37	46.37	46.37	46.37
10	B	30.91	31.94	32.97	34.01	35.04	36.07	37.10	38.13	39.16	40.19
	O	46.37	46.37	46.37	46.37	46.37	46.37	46.37	46.37	46.37	46.37
11	B	33.96	35.10	36.23	37.36	38.49	39.63	40.76	41.89	43.02	44.16
	O	46.37	46.37	46.37	46.37	46.37	46.37	46.37	46.37	46.37	46.37
12	B	40.71	42.07	43.42	44.78	46.14	47.49	48.85	50.21	51.57	52.92
	O	46.37	46.37	46.37	46.37	46.37	47.49	48.85	50.21	51.57	52.92
13	B	48.41	50.02	51.64	53.25	54.86	56.48	58.09	59.70	61.32	62.93
	O	48.41	50.02	51.64	53.25	54.86	56.48	58.09	59.70	61.32	62.93
14	B	57.20	59.11	61.02	62.92	64.83	66.74	68.64	70.55	72.46	74.36
	O	57.20	59.11	61.02	62.92	64.83	66.74	68.64	70.55	72.46	74.36
15	B	67.29	69.53	71.77	74.02	76.26	78.50	80.74	82.65	82.65	82.65
	O	67.29	69.53	71.77	74.02	76.26	78.50	80.74	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)).

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/>