

SALARY TABLE 2021-DM (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.95%
FOR THE LOCALITY PAY AREA OF DES MOINES-AMES-WEST DES MOINES, IA
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	\$ 10.97	\$ 11.33	\$ 11.70	\$ 12.06	\$ 12.43	\$ 12.64	\$ 13.00	\$ 13.36	\$ 13.38	\$ 13.72
	O	16.46	17.00	17.55	18.09	18.65	18.96	19.50	20.04	20.07	20.58
2	B	12.33	12.62	13.03	13.38	13.53	13.93	14.32	14.72	15.12	15.52
	O	18.50	18.93	19.55	20.07	20.30	20.90	21.48	22.08	22.68	23.28
3	B	16.14	16.59	17.04	17.49	17.94	18.39	18.83	19.28	19.73	20.18
	O	24.21	24.89	25.56	26.24	26.91	27.59	28.25	28.92	29.60	30.27
4	B	18.12	18.63	19.13	19.63	20.14	20.64	21.14	21.65	22.15	22.65
	O	27.18	27.95	28.70	29.45	30.21	30.96	31.71	32.48	33.23	33.98
5	B	20.84	21.40	21.97	22.53	23.09	23.66	24.22	24.78	25.35	25.91
	O	31.26	32.10	32.96	33.80	34.64	35.49	36.33	37.17	38.03	38.87
6	B	21.98	22.60	23.23	23.86	24.49	25.11	25.74	26.37	27.00	27.63
	O	32.97	33.90	34.85	35.79	36.74	37.67	38.61	39.56	40.50	41.45
7	B	23.72	24.42	25.12	25.82	26.51	27.21	27.91	28.61	29.30	30.00
	O	35.58	36.63	37.68	38.73	39.77	40.82	41.87	42.92	43.70	43.70
8	B	24.73	25.50	26.27	27.04	27.82	28.59	29.36	30.14	30.91	31.68
	O	37.10	38.25	39.41	40.56	41.73	42.89	43.70	43.70	43.70	43.70
9	B	26.46	27.31	28.16	29.02	29.87	30.72	31.58	32.43	33.28	34.14
	O	39.69	40.97	42.24	43.53	43.70	43.70	43.70	43.70	43.70	43.70
10	B	29.13	30.07	31.01	31.95	32.90	33.84	34.77	35.71	36.66	37.60
	O	43.70	43.70	43.70	43.70	43.70	43.70	43.70	43.70	43.70	43.70
11	B	30.98	32.01	33.04	34.08	35.11	36.14	37.17	38.21	39.24	40.27
	O	43.70	43.70	43.70	43.70	43.70	43.70	43.70	43.70	43.70	43.70
12	B	37.13	38.37	39.60	40.84	42.08	43.32	44.56	45.79	47.03	48.27
	O	43.70	43.70	43.70	43.70	43.70	43.70	44.56	45.79	47.03	48.27
13	B	44.15	45.62	47.09	48.57	50.04	51.51	52.98	54.45	55.92	57.40
	O	44.15	45.62	47.09	48.57	50.04	51.51	52.98	54.45	55.92	57.40
14	B	52.17	53.91	55.65	57.39	59.13	60.87	62.61	64.35	66.08	67.82
	O	52.17	53.91	55.65	57.39	59.13	60.87	62.61	64.35	66.08	67.82
15	B	61.37	63.42	65.46	67.51	69.55	71.60	73.64	75.69	77.74	79.78
	O	61.37	63.42	65.46	67.51	69.55	71.60	73.64	75.69	77.74	79.78

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/>