

**SALARY TABLE 2021-HNT (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.85%**  
**FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL**  
**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	\$ 11.33	\$ 11.71	\$ 12.09	\$ 12.47	\$ 12.84	\$ 13.06	\$ 13.44	\$ 13.81	\$ 13.83	\$ 14.18
	O	17.00	17.57	18.14	18.71	19.26	19.59	20.16	20.72	20.75	21.27
2	B	12.75	13.05	13.47	13.83	13.98	14.39	14.81	15.22	15.63	16.04
	O	19.13	19.58	20.21	20.75	20.97	21.59	22.22	22.83	23.45	24.06
3	B	16.69	17.15	17.61	18.08	18.54	19.00	19.47	19.93	20.39	20.86
	O	25.04	25.73	26.42	27.12	27.81	28.50	29.21	29.90	30.59	31.29
4	B	18.73	19.25	19.77	20.29	20.81	21.33	21.85	22.37	22.90	23.42
	O	28.10	28.88	29.66	30.44	31.22	32.00	32.78	33.56	34.35	35.13
5	B	21.54	22.12	22.71	23.29	23.87	24.45	25.04	25.62	26.20	26.78
	O	32.31	33.18	34.07	34.94	35.81	36.68	37.56	38.43	39.30	40.17
6	B	22.71	23.36	24.01	24.66	25.31	25.96	26.61	27.26	27.91	28.55
	O	34.07	35.04	36.02	36.99	37.97	38.94	39.92	40.89	41.87	42.83
7	B	24.52	25.24	25.96	26.68	27.41	28.13	28.85	29.57	30.29	31.01
	O	36.78	37.86	38.94	40.02	41.12	42.20	43.28	44.36	45.17	45.17
8	B	25.56	26.36	27.16	27.95	28.75	29.55	30.35	31.15	31.95	32.75
	O	38.34	39.54	40.74	41.93	43.13	44.33	45.17	45.17	45.17	45.17
9	B	27.35	28.23	29.11	29.99	30.87	31.76	32.64	33.52	34.40	35.28
	O	41.03	42.35	43.67	44.99	45.17	45.17	45.17	45.17	45.17	45.17
10	B	30.11	31.09	32.06	33.03	34.00	34.97	35.94	36.92	37.89	38.86
	O	45.17	45.17	45.17	45.17	45.17	45.17	45.17	45.17	45.17	45.17
11	B	32.02	33.09	34.15	35.22	36.29	37.36	38.42	39.49	40.56	41.63
	O	45.17	45.17	45.17	45.17	45.17	45.17	45.17	45.17	45.17	45.17
12	B	38.38	39.66	40.94	42.22	43.50	44.78	46.05	47.33	48.61	49.89
	O	45.17	45.17	45.17	45.17	45.17	45.17	46.05	47.33	48.61	49.89
13	B	45.64	47.16	48.68	50.20	51.72	53.24	54.76	56.28	57.81	59.33
	O	45.64	47.16	48.68	50.20	51.72	53.24	54.76	56.28	57.81	59.33
14	B	53.93	55.73	57.52	59.32	61.12	62.92	64.71	66.51	68.31	70.10
	O	53.93	55.73	57.52	59.32	61.12	62.92	64.71	66.51	68.31	70.10
15	B	63.43	65.55	67.66	69.78	71.89	74.01	76.12	78.23	80.35	82.46
	O	63.43	65.55	67.66	69.78	71.89	74.01	76.12	78.23	80.35	82.46

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/>