

**SALARY TABLE 2021-LR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.88%**  
**FOR THE LOCALITY PAY AREA OF LAREDO, TX**  
**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	\$ 11.24	\$ 11.62	\$ 11.99	\$ 12.37	\$ 12.74	\$ 12.96	\$ 13.33	\$ 13.70	\$ 13.72	\$ 14.06
	O	16.86	17.43	17.99	18.56	19.11	19.44	20.00	20.55	20.58	21.09
2	B	12.64	12.94	13.36	13.72	13.87	14.28	14.69	15.09	15.50	15.91
	O	18.96	19.41	20.04	20.58	20.81	21.42	22.04	22.64	23.25	23.87
3	B	16.55	17.01	17.47	17.93	18.39	18.85	19.31	19.77	20.23	20.69
	O	24.83	25.52	26.21	26.90	27.59	28.28	28.97	29.66	30.35	31.04
4	B	18.58	19.10	19.61	20.13	20.65	21.16	21.68	22.19	22.71	23.23
	O	27.87	28.65	29.42	30.20	30.98	31.74	32.52	33.29	34.07	34.85
5	B	21.37	21.95	22.52	23.10	23.68	24.26	24.83	25.41	25.99	26.57
	O	32.06	32.93	33.78	34.65	35.52	36.39	37.25	38.12	38.99	39.86
6	B	22.53	23.17	23.82	24.46	25.10	25.75	26.39	27.04	27.68	28.32
	O	33.80	34.76	35.73	36.69	37.65	38.63	39.59	40.56	41.52	42.48
7	B	24.32	25.04	25.75	26.47	27.18	27.90	28.61	29.33	30.05	30.76
	O	36.48	37.56	38.63	39.71	40.77	41.85	42.92	44.00	44.81	44.81
8	B	25.35	26.14	26.94	27.73	28.52	29.31	30.10	30.90	31.69	32.48
	O	38.03	39.21	40.41	41.60	42.78	43.97	44.81	44.81	44.81	44.81
9	B	27.12	28.00	28.87	29.75	30.62	31.50	32.37	33.25	34.12	35.00
	O	40.68	42.00	43.31	44.63	44.81	44.81	44.81	44.81	44.81	44.81
10	B	29.87	30.83	31.80	32.76	33.73	34.69	35.65	36.62	37.58	38.55
	O	44.81	44.81	44.81	44.81	44.81	44.81	44.81	44.81	44.81	44.81
11	B	31.76	32.82	33.88	34.94	36.00	37.05	38.11	39.17	40.23	41.29
	O	44.81	44.81	44.81	44.81	44.81	44.81	44.81	44.81	44.81	44.81
12	B	38.07	39.34	40.61	41.87	43.14	44.41	45.68	46.95	48.22	49.49
	O	44.81	44.81	44.81	44.81	44.81	44.81	45.68	46.95	48.22	49.49
13	B	45.27	46.78	48.28	49.79	51.30	52.81	54.32	55.83	57.34	58.85
	O	45.27	46.78	48.28	49.79	51.30	52.81	54.32	55.83	57.34	58.85
14	B	53.49	55.27	57.06	58.84	60.62	62.41	64.19	65.97	67.75	69.54
	O	53.49	55.27	57.06	58.84	60.62	62.41	64.19	65.97	67.75	69.54
15	B	62.92	65.02	67.11	69.21	71.31	73.41	75.50	77.60	79.70	81.80
	O	62.92	65.02	67.11	69.21	71.31	73.41	75.50	77.60	79.70	81.80

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/>