

**SALARY TABLE 2021-RA (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.49%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC**  
**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	\$ 11.40	\$ 11.78	\$ 12.16	\$ 12.53	\$ 12.91	\$ 13.13	\$ 13.51	\$ 13.89	\$ 13.90	\$ 14.25
	O	17.10	17.67	18.24	18.80	19.37	19.70	20.27	20.84	20.85	21.38
2	B	12.81	13.12	13.54	13.90	14.06	14.47	14.88	15.30	15.71	16.12
	O	19.22	19.68	20.31	20.85	21.09	21.71	22.32	22.95	23.57	24.18
3	B	16.78	17.24	17.71	18.17	18.64	19.11	19.57	20.04	20.50	20.97
	O	25.17	25.86	26.57	27.26	27.96	28.67	29.36	30.06	30.75	31.46
4	B	18.83	19.36	19.88	20.40	20.92	21.45	21.97	22.49	23.02	23.54
	O	28.25	29.04	29.82	30.60	31.38	32.18	32.96	33.74	34.53	35.31
5	B	21.66	22.24	22.83	23.41	24.00	24.58	25.17	25.76	26.34	26.93
	O	32.49	33.36	34.25	35.12	36.00	36.87	37.76	38.64	39.51	40.40
6	B	22.84	23.49	24.14	24.79	25.45	26.10	26.75	27.40	28.05	28.71
	O	34.26	35.24	36.21	37.19	38.18	39.15	40.13	41.10	42.08	43.07
7	B	24.65	25.38	26.10	26.83	27.55	28.28	29.00	29.73	30.45	31.18
	O	36.98	38.07	39.15	40.25	41.33	42.42	43.50	44.60	45.42	45.42
8	B	25.69	26.50	27.30	28.10	28.91	29.71	30.51	31.32	32.12	32.92
	O	38.54	39.75	40.95	42.15	43.37	44.57	45.42	45.42	45.42	45.42
9	B	27.49	28.38	29.27	30.15	31.04	31.93	32.81	33.70	34.59	35.47
	O	41.24	42.57	43.91	45.23	45.42	45.42	45.42	45.42	45.42	45.42
10	B	30.28	31.25	32.23	33.21	34.18	35.16	36.14	37.11	38.09	39.07
	O	45.42	45.42	45.42	45.42	45.42	45.42	45.42	45.42	45.42	45.42
11	B	32.19	33.26	34.34	35.41	36.48	37.56	38.63	39.70	40.78	41.85
	O	45.42	45.42	45.42	45.42	45.42	45.42	45.42	45.42	45.42	45.42
12	B	38.58	39.87	41.16	42.44	43.73	45.01	46.30	47.59	48.87	50.16
	O	45.42	45.42	45.42	45.42	45.42	45.42	46.30	47.59	48.87	50.16
13	B	45.88	47.41	48.94	50.47	52.00	53.53	55.06	56.59	58.11	59.64
	O	45.88	47.41	48.94	50.47	52.00	53.53	55.06	56.59	58.11	59.64
14	B	54.22	56.02	57.83	59.64	61.44	63.25	65.06	66.87	68.67	70.48
	O	54.22	56.02	57.83	59.64	61.44	63.25	65.06	66.87	68.67	70.48
15	B	63.77	65.90	68.02	70.15	72.28	74.40	76.53	78.65	80.78	82.65
	O	63.77	65.90	68.02	70.15	72.28	74.40	76.53	78.65	80.78	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/>