

**SALARY TABLE 2021-SD (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.77%**  
**FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,614	\$ 26,473	\$ 27,324	\$ 28,172	\$ 29,023	\$ 29,521	\$ 30,364	\$ 31,212	\$ 31,246	\$ 32,040
2	28,801	29,486	30,440	31,246	31,598	32,527	33,456	34,385	35,314	36,243
3	37,709	38,756	39,803	40,850	41,898	42,945	43,992	45,039	46,087	47,134
4	42,331	43,507	44,682	45,858	47,034	48,210	49,385	50,561	51,737	52,912
5	48,679	49,995	51,311	52,627	53,943	55,259	56,575	57,890	59,206	60,522
6	51,328	52,794	54,261	55,727	57,194	58,660	60,126	61,593	63,059	64,526
7	55,409	57,039	58,669	60,299	61,929	63,559	65,189	66,819	68,448	70,078
8	57,754	59,559	61,364	63,169	64,975	66,780	68,585	70,390	72,195	74,000
9	61,795	63,788	65,782	67,775	69,768	71,762	73,755	75,748	77,741	79,735
10	68,051	70,247	72,443	74,639	76,834	79,030	81,226	83,421	85,617	87,813
11	72,355	74,767	77,179	79,592	82,004	84,417	86,829	89,242	91,654	94,066
12	86,724	89,615	92,507	95,398	98,289	101,180	104,072	106,963	109,854	112,745
13	103,126	106,563	110,001	113,438	116,876	120,314	123,751	127,189	130,626	134,064
14	121,863	125,925	129,987	134,049	138,110	142,172	146,234	150,296	154,358	158,419
15	143,344	148,122	152,900	157,678	162,456	167,235	172,013	172,500 *	172,500 *	172,500 *

\* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>