

SALARY TABLE 2021-SD
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

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	\$ 12.27	\$ 12.68	\$ 13.09	\$ 13.50	\$ 13.91	\$ 14.15	\$ 14.55	\$ 14.96	\$ 14.97	\$ 15.35
	O	18.41	19.02	19.64	20.25	20.87	21.23	21.83	22.44	22.46	23.03
2	B	13.80	14.13	14.59	14.97	15.14	15.59	16.03	16.48	16.92	17.37
	O	20.70	21.20	21.89	22.46	22.71	23.39	24.05	24.72	25.38	26.06
3	B	15.06	15.56	16.06	16.56	17.06	17.57	18.07	18.57	19.07	19.57
	O	22.59	23.34	24.09	24.84	25.59	26.36	27.11	27.86	28.61	29.36
4	B	16.90	17.47	18.03	18.59	19.16	19.72	20.28	20.85	21.41	21.97
	O	25.35	26.21	27.05	27.89	28.74	29.58	30.42	31.28	32.12	32.96
5	B	18.91	19.54	20.17	20.80	21.43	22.06	22.69	23.32	23.96	24.59
	O	28.37	29.31	30.26	31.20	32.15	33.09	34.04	34.98	35.94	36.89
6	B	21.08	21.78	22.49	23.19	23.89	24.59	25.30	26.00	26.70	27.40
	O	31.62	32.67	33.74	34.79	35.84	36.89	37.95	39.00	40.05	41.10
7	B	23.43	24.21	24.99	25.77	26.55	27.33	28.11	28.89	29.67	30.45
	O	35.15	36.32	37.49	38.66	39.83	41.00	42.17	43.34	44.51	45.68
8	B	25.94	26.81	27.67	28.54	29.40	30.27	31.13	32.00	32.86	33.73
	O	38.91	40.22	41.51	42.81	44.10	45.41	46.70	47.34	47.34	47.34
9	B	28.65	29.61	30.56	31.52	32.47	33.43	34.39	35.34	36.30	37.25
	O	42.98	44.42	45.84	47.28	47.34	47.34	47.34	47.34	47.34	47.34
10	B	31.56	32.61	33.66	34.71	35.76	36.82	37.87	38.92	39.97	41.02
	O	47.34	47.34	47.34	47.34	47.34	47.34	47.34	47.34	47.34	47.34
11	B	34.67	35.83	36.98	38.14	39.29	40.45	41.60	42.76	43.92	45.07
	O	47.34	47.34	47.34	47.34	47.34	47.34	47.34	47.34	47.34	47.34
12	B	41.55	42.94	44.33	45.71	47.10	48.48	49.87	51.25	52.64	54.02
	O	47.34	47.34	47.34	47.34	47.34	48.48	49.87	51.25	52.64	54.02
13	B	49.41	51.06	52.71	54.35	56.00	57.65	59.30	60.94	62.59	64.24
	O	49.41	51.06	52.71	54.35	56.00	57.65	59.30	60.94	62.59	64.24
14	B	58.39	60.34	62.28	64.23	66.18	68.12	70.07	72.02	73.96	75.91
	O	58.39	60.34	62.28	64.23	66.18	68.12	70.07	72.02	73.96	75.91
15	B	68.68	70.97	73.26	75.55	77.84	80.13	82.42	82.65	82.65	82.65
	O	68.68	70.97	73.26	75.55	77.84	80.13	82.42	82.65	82.65	82.65

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>