

SALARY TABLE 2021-AQ (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.68%
FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM
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	\$ 11.03	\$ 11.41	\$ 11.77	\$ 12.14	\$ 12.50	\$ 12.72	\$ 13.08	\$ 13.45	\$ 13.46	\$ 13.80
	O	16.55	17.12	17.66	18.21	18.75	19.08	19.62	20.18	20.19	20.70
2	B	12.41	12.70	13.11	13.46	13.61	14.01	14.41	14.81	15.21	15.61
	O	18.62	19.05	19.67	20.19	20.42	21.02	21.62	22.22	22.82	23.42
3	B	16.25	16.70	17.15	17.60	18.05	18.50	18.95	19.40	19.86	20.31
	O	24.38	25.05	25.73	26.40	27.08	27.75	28.43	29.10	29.79	30.47
4	B	18.24	18.74	19.25	19.76	20.26	20.77	21.28	21.78	22.29	22.80
	O	27.36	28.11	28.88	29.64	30.39	31.16	31.92	32.67	33.44	34.20
5	B	20.97	21.54	22.11	22.67	23.24	23.81	24.37	24.94	25.51	26.07
	O	31.46	32.31	33.17	34.01	34.86	35.72	36.56	37.41	38.27	39.11
6	B	22.11	22.75	23.38	24.01	24.64	25.27	25.90	26.54	27.17	27.80
	O	33.17	34.13	35.07	36.02	36.96	37.91	38.85	39.81	40.76	41.70
7	B	23.87	24.57	25.28	25.98	26.68	27.38	28.08	28.79	29.49	30.19
	O	35.81	36.86	37.92	38.97	40.02	41.07	42.12	43.19	43.98	43.98
8	B	24.88	25.66	26.44	27.21	27.99	28.77	29.55	30.33	31.10	31.88
	O	37.32	38.49	39.66	40.82	41.99	43.16	43.98	43.98	43.98	43.98
9	B	26.62	27.48	28.34	29.20	30.06	30.92	31.78	32.63	33.49	34.35
	O	39.93	41.22	42.51	43.80	43.98	43.98	43.98	43.98	43.98	43.98
10	B	29.32	30.26	31.21	32.16	33.10	34.05	34.99	35.94	36.89	37.83
	O	43.98	43.98	43.98	43.98	43.98	43.98	43.98	43.98	43.98	43.98
11	B	31.17	32.21	33.25	34.29	35.33	36.37	37.41	38.45	39.49	40.53
	O	43.98	43.98	43.98	43.98	43.98	43.98	43.98	43.98	43.98	43.98
12	B	37.36	38.61	39.85	41.10	42.35	43.59	44.84	46.08	47.33	48.57
	O	43.98	43.98	43.98	43.98	43.98	43.98	44.84	46.08	47.33	48.57
13	B	44.43	45.91	47.39	48.87	50.35	51.83	53.31	54.80	56.28	57.76
	O	44.43	45.91	47.39	48.87	50.35	51.83	53.31	54.80	56.28	57.76
14	B	52.50	54.25	56.00	57.75	59.50	61.25	63.00	64.75	66.50	68.25
	O	52.50	54.25	56.00	57.75	59.50	61.25	63.00	64.75	66.50	68.25
15	B	61.76	63.81	65.87	67.93	69.99	72.05	74.11	76.17	78.22	80.28
	O	61.76	63.81	65.87	67.93	69.99	72.05	74.11	76.17	78.22	80.28

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/>