

SALARY TABLE 2021-HB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.20%
FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA
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	\$ 11.08	\$ 11.46	\$ 11.82	\$ 12.19	\$ 12.56	\$ 12.78	\$ 13.14	\$ 13.51	\$ 13.52	\$ 13.87
	O	16.62	17.19	17.73	18.29	18.84	19.17	19.71	20.27	20.28	20.81
2	B	12.46	12.76	13.17	13.52	13.67	14.08	14.48	14.88	15.28	15.68
	O	18.69	19.14	19.76	20.28	20.51	21.12	21.72	22.32	22.92	23.52
3	B	16.32	16.77	17.22	17.68	18.13	18.58	19.04	19.49	19.94	20.40
	O	24.48	25.16	25.83	26.52	27.20	27.87	28.56	29.24	29.91	30.60
4	B	18.32	18.83	19.34	19.84	20.35	20.86	21.37	21.88	22.39	22.90
	O	27.48	28.25	29.01	29.76	30.53	31.29	32.06	32.82	33.59	34.35
5	B	21.07	21.63	22.20	22.77	23.34	23.91	24.48	25.05	25.62	26.19
	O	31.61	32.45	33.30	34.16	35.01	35.87	36.72	37.58	38.43	39.29
6	B	22.21	22.85	23.48	24.12	24.75	25.38	26.02	26.65	27.29	27.92
	O	33.32	34.28	35.22	36.18	37.13	38.07	39.03	39.98	40.94	41.88
7	B	23.98	24.68	25.39	26.09	26.80	27.50	28.21	28.92	29.62	30.33
	O	35.97	37.02	38.09	39.14	40.20	41.25	42.32	43.38	44.18	44.18
8	B	24.99	25.77	26.55	27.34	28.12	28.90	29.68	30.46	31.24	32.02
	O	37.49	38.66	39.83	41.01	42.18	43.35	44.18	44.18	44.18	44.18
9	B	26.74	27.60	28.47	29.33	30.19	31.05	31.92	32.78	33.64	34.50
	O	40.11	41.40	42.71	44.00	44.18	44.18	44.18	44.18	44.18	44.18
10	B	29.45	30.40	31.35	32.30	33.25	34.20	35.15	36.10	37.05	38.00
	O	44.18	44.18	44.18	44.18	44.18	44.18	44.18	44.18	44.18	44.18
11	B	31.31	32.36	33.40	34.44	35.49	36.53	37.57	38.62	39.66	40.71
	O	44.18	44.18	44.18	44.18	44.18	44.18	44.18	44.18	44.18	44.18
12	B	37.53	38.78	40.03	41.28	42.53	43.79	45.04	46.29	47.54	48.79
	O	44.18	44.18	44.18	44.18	44.18	44.18	45.04	46.29	47.54	48.79
13	B	44.63	46.11	47.60	49.09	50.58	52.07	53.55	55.04	56.53	58.02
	O	44.63	46.11	47.60	49.09	50.58	52.07	53.55	55.04	56.53	58.02
14	B	52.74	54.49	56.25	58.01	59.77	61.52	63.28	65.04	66.80	68.55
	O	52.74	54.49	56.25	58.01	59.77	61.52	63.28	65.04	66.80	68.55
15	B	62.03	64.10	66.17	68.23	70.30	72.37	74.44	76.51	78.57	80.64
	O	62.03	64.10	66.17	68.23	70.30	72.37	74.44	76.51	78.57	80.64

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/>