

SALARY TABLE 2021-MIL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.96%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI
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	\$ 11.44	\$ 11.82	\$ 12.20	\$ 12.58	\$ 12.96	\$ 13.18	\$ 13.56	\$ 13.94	\$ 13.96	\$ 14.31
	O	17.16	17.73	18.30	18.87	19.44	19.77	20.34	20.91	20.94	21.47
2	B	12.86	13.17	13.60	13.96	14.11	14.53	14.94	15.36	15.77	16.19
	O	19.29	19.76	20.40	20.94	21.17	21.80	22.41	23.04	23.66	24.29
3	B	16.84	17.31	17.78	18.24	18.71	19.18	19.65	20.12	20.58	21.05
	O	25.26	25.97	26.67	27.36	28.07	28.77	29.48	30.18	30.87	31.58
4	B	18.91	19.43	19.96	20.48	21.01	21.53	22.06	22.58	23.11	23.63
	O	28.37	29.15	29.94	30.72	31.52	32.30	33.09	33.87	34.67	35.45
5	B	21.74	22.33	22.92	23.50	24.09	24.68	25.27	25.86	26.44	27.03
	O	32.61	33.50	34.38	35.25	36.14	37.02	37.91	38.79	39.66	40.55
6	B	22.92	23.58	24.23	24.89	25.54	26.20	26.85	27.51	28.16	28.82
	O	34.38	35.37	36.35	37.34	38.31	39.30	40.28	41.27	42.24	43.23
7	B	24.75	25.48	26.20	26.93	27.66	28.39	29.11	29.84	30.57	31.30
	O	37.13	38.22	39.30	40.40	41.49	42.59	43.67	44.76	45.84	46.93
8	B	25.79	26.60	27.41	28.21	29.02	29.83	30.63	31.44	32.24	33.05
	O	38.69	39.90	41.12	42.32	43.53	44.75	45.96	47.17	48.38	49.59
9	B	27.60	28.49	29.38	30.27	31.16	32.05	32.94	33.83	34.72	35.61
	O	41.40	42.74	44.07	45.41	46.74	48.07	49.40	50.73	52.06	53.39
10	B	30.39	31.37	32.36	33.34	34.32	35.30	36.28	37.26	38.24	39.22
	O	45.59	45.59	45.59	45.59	45.59	45.59	45.59	45.59	45.59	45.59
11	B	32.32	33.39	34.47	35.55	36.63	37.70	38.78	39.86	40.94	42.01
	O	45.59	45.59	45.59	45.59	45.59	45.59	45.59	45.59	45.59	45.59
12	B	38.73	40.02	41.32	42.61	43.90	45.19	46.48	47.77	49.06	50.36
	O	45.59	45.59	45.59	45.59	45.59	45.59	46.48	47.77	49.06	50.36
13	B	46.06	47.59	49.13	50.66	52.20	53.74	55.27	56.81	58.34	59.88
	O	46.06	47.59	49.13	50.66	52.20	53.74	55.27	56.81	58.34	59.88
14	B	54.43	56.24	58.06	59.87	61.68	63.50	65.31	67.13	68.94	70.75
	O	54.43	56.24	58.06	59.87	61.68	63.50	65.31	67.13	68.94	70.75
15	B	64.02	66.16	68.29	70.42	72.56	74.69	76.83	78.96	81.09	82.65
	O	64.02	66.16	68.29	70.42	72.56	74.69	76.83	78.96	81.09	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/>