

SALARY TABLE 2021-MSP (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.66%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-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	\$ 11.79	\$ 12.19	\$ 12.58	\$ 12.97	\$ 13.36	\$ 13.59	\$ 13.98	\$ 14.37	\$ 14.38	\$ 14.75
	O	17.69	18.29	18.87	19.46	20.04	20.39	20.97	21.56	21.57	22.13
2	B	13.26	13.57	14.01	14.38	14.54	14.97	15.40	15.83	16.25	16.68
	O	19.89	20.36	21.02	21.57	21.81	22.46	23.10	23.75	24.38	25.02
3	B	17.36	17.84	18.32	18.80	19.29	19.77	20.25	20.73	21.21	21.70
	O	26.04	26.76	27.48	28.20	28.94	29.66	30.38	31.10	31.82	32.55
4	B	19.48	20.03	20.57	21.11	21.65	22.19	22.73	23.27	23.81	24.36
	O	29.22	30.05	30.86	31.67	32.48	33.29	34.10	34.91	35.72	36.54
5	B	22.41	23.01	23.62	24.22	24.83	25.44	26.04	26.65	27.25	27.86
	O	33.62	34.52	35.43	36.33	37.25	38.16	39.06	39.98	40.88	41.79
6	B	23.63	24.30	24.98	25.65	26.33	27.00	27.68	28.35	29.03	29.70
	O	35.45	36.45	37.47	38.48	39.50	40.50	41.52	42.53	43.55	44.55
7	B	25.50	26.25	27.00	27.76	28.51	29.26	30.01	30.76	31.51	32.26
	O	38.25	39.38	40.50	41.64	42.77	43.89	45.02	46.14	46.98	46.98
8	B	26.58	27.41	28.25	29.08	29.91	30.74	31.57	32.40	33.23	34.06
	O	39.87	41.12	42.38	43.62	44.87	46.11	46.98	46.98	46.98	46.98
9	B	28.44	29.36	30.28	31.20	32.11	33.03	33.95	34.87	35.78	36.70
	O	42.66	44.04	45.42	46.80	46.98	46.98	46.98	46.98	46.98	46.98
10	B	31.32	32.33	33.34	34.36	35.37	36.38	37.39	38.40	39.41	40.42
	O	46.98	46.98	46.98	46.98	46.98	46.98	46.98	46.98	46.98	46.98
11	B	33.30	34.41	35.52	36.64	37.75	38.86	39.97	41.08	42.19	43.30
	O	46.98	46.98	46.98	46.98	46.98	46.98	46.98	46.98	46.98	46.98
12	B	39.92	41.25	42.58	43.91	45.24	46.57	47.90	49.23	50.56	51.90
	O	46.98	46.98	46.98	46.98	46.98	46.98	47.90	49.23	50.56	51.90
13	B	47.47	49.05	50.63	52.21	53.80	55.38	56.96	58.54	60.13	61.71
	O	47.47	49.05	50.63	52.21	53.80	55.38	56.96	58.54	60.13	61.71
14	B	56.09	57.96	59.83	61.70	63.57	65.44	67.31	69.18	71.05	72.92
	O	56.09	57.96	59.83	61.70	63.57	65.44	67.31	69.18	71.05	72.92
15	B	65.98	68.18	70.38	72.58	74.78	76.98	79.18	81.37	82.65	82.65
	O	65.98	68.18	70.38	72.58	74.78	76.98	79.18	81.37	82.65	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/>