

SALARY TABLE 2021-NY (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.98%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-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	\$ 12.67	\$ 13.10	\$ 13.52	\$ 13.94	\$ 14.36	\$ 14.60	\$ 15.02	\$ 15.44	\$ 15.46	\$ 15.85
	O	19.01	19.65	20.28	20.91	21.54	21.90	22.53	23.16	23.19	23.78
2	B	14.25	14.59	15.06	15.46	15.63	16.09	16.55	17.01	17.47	17.93
	O	21.38	21.89	22.59	23.19	23.45	24.14	24.83	25.52	26.21	26.90
3	B	18.65	19.17	19.69	20.21	20.73	21.24	21.76	22.28	22.80	23.32
	O	27.98	28.76	29.54	30.32	31.10	31.86	32.64	33.42	34.20	34.98
4	B	20.94	21.52	22.10	22.69	23.27	23.85	24.43	25.01	25.59	26.18
	O	31.41	32.28	33.15	34.04	34.91	35.78	36.65	37.52	38.39	39.27
5	B	24.08	24.73	25.38	26.03	26.69	27.34	27.99	28.64	29.29	29.94
	O	36.12	37.10	38.07	39.05	40.04	41.01	41.99	42.96	43.94	44.91
6	B	25.39	26.12	26.84	27.57	28.29	29.02	29.74	30.47	31.20	31.92
	O	38.09	39.18	40.26	41.36	42.44	43.53	44.61	45.71	46.80	47.88
7	B	27.41	28.22	29.02	29.83	30.64	31.44	32.25	33.06	33.86	34.67
	O	41.12	42.33	43.53	44.75	45.96	47.16	48.38	49.59	50.51	50.51
8	B	28.57	29.46	30.36	31.25	32.14	33.04	33.93	34.82	35.71	36.61
	O	42.86	44.19	45.54	46.88	48.21	49.56	50.51	50.51	50.51	50.51
9	B	30.57	31.56	32.54	33.53	34.51	35.50	36.49	37.47	38.46	39.44
	O	45.86	47.34	48.81	50.30	50.51	50.51	50.51	50.51	50.51	50.51
10	B	33.67	34.75	35.84	36.92	38.01	39.10	40.18	41.27	42.36	43.44
	O	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51
11	B	35.79	36.99	38.18	39.37	40.57	41.76	42.95	44.15	45.34	46.53
	O	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51
12	B	42.90	44.33	45.76	47.19	48.62	50.05	51.48	52.91	54.34	55.78
	O	50.51	50.51	50.51	50.51	50.51	50.51	51.48	52.91	54.34	55.78
13	B	51.02	52.72	54.42	56.12	57.82	59.52	61.22	62.92	64.62	66.32
	O	51.02	52.72	54.42	56.12	57.82	59.52	61.22	62.92	64.62	66.32
14	B	60.29	62.30	64.30	66.31	68.32	70.33	72.34	74.35	76.36	78.37
	O	60.29	62.30	64.30	66.31	68.32	70.33	72.34	74.35	76.36	78.37
15	B	70.91	73.28	75.64	78.00	80.37	82.65	82.65	82.65	82.65	82.65
	O	70.91	73.28	75.64	78.00	80.37	82.65	82.65	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)).

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/>