

**SALARY TABLE 2021-GS  
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE  
EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	WITHIN GRADE AMOUNTS
1	\$ 19,738	\$ 20,400	\$ 21,056	\$ 21,709	\$ 22,365	\$ 22,749	\$ 23,398	\$ 24,052	\$ 24,078	\$ 24,690	VARIES
2	22,194	22,722	23,457	24,078	24,349	25,065	25,781	26,497	27,213	27,929	VARIES
3	24,216	25,023	25,830	26,637	27,444	28,251	29,058	29,865	30,672	31,479	807
4	27,184	28,090	28,996	29,902	30,808	31,714	32,620	33,526	34,432	35,338	906
5	30,414	31,428	32,442	33,456	34,470	35,484	36,498	37,512	38,526	39,540	1,014
6	33,903	35,033	36,163	37,293	38,423	39,553	40,683	41,813	42,943	44,073	1,130
7	37,674	38,930	40,186	41,442	42,698	43,954	45,210	46,466	47,722	48,978	1,256
8	41,723	43,114	44,505	45,896	47,287	48,678	50,069	51,460	52,851	54,242	1,391
9	46,083	47,619	49,155	50,691	52,227	53,763	55,299	56,835	58,371	59,907	1,536
10	50,748	52,440	54,132	55,824	57,516	59,208	60,900	62,592	64,284	65,976	1,692
11	55,756	57,615	59,474	61,333	63,192	65,051	66,910	68,769	70,628	72,487	1,859
12	66,829	69,057	71,285	73,513	75,741	77,969	80,197	82,425	84,653	86,881	2,228
13	79,468	82,117	84,766	87,415	90,064	92,713	95,362	98,011	100,660	103,309	2,649
14	93,907	97,037	100,167	103,297	106,427	109,557	112,687	115,817	118,947	122,077	3,130
15	110,460	114,142	117,824	121,506	125,188	128,870	132,552	136,234	139,916	143,598	3,682

**SALARY TABLE 2021-AL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.88%**  
**FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY-MA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,267	\$ 24,048	\$ 24,821	\$ 25,591	\$ 26,364	\$ 26,817	\$ 27,582	\$ 28,352	\$ 28,383	\$ 29,105
2	26,162	26,785	27,651	28,383	28,703	29,547	30,391	31,235	32,079	32,923
3	28,546	29,497	30,448	31,400	32,351	33,302	34,254	35,205	36,156	37,107
4	32,044	33,112	34,180	35,248	36,316	37,384	38,452	39,520	40,588	41,656
5	35,852	37,047	38,243	39,438	40,633	41,829	43,024	44,219	45,414	46,610
6	39,965	41,297	42,629	43,961	45,293	46,625	47,957	49,289	50,621	51,953
7	44,410	45,891	47,371	48,852	50,332	51,813	53,294	54,774	56,255	57,735
8	49,183	50,823	52,462	54,102	55,742	57,382	59,021	60,661	62,301	63,940
9	54,323	56,133	57,944	59,755	61,565	63,376	65,186	66,997	68,808	70,618
10	59,822	61,816	63,811	65,805	67,800	69,794	71,789	73,783	75,778	77,773
11	65,725	67,917	70,108	72,299	74,491	76,682	78,874	81,065	83,256	85,448
12	78,778	81,404	84,031	86,657	89,283	91,910	94,536	97,163	99,789	102,415
13	93,677	96,800	99,922	103,045	106,167	109,290	112,413	115,535	118,658	121,781
14	110,698	114,387	118,077	121,767	125,456	129,146	132,835	136,525	140,215	143,904
15	130,210	134,551	138,891	143,231	147,572	151,912	156,252	160,593	164,933	169,273

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/>

**SALARY TABLE 2021-AQ**  
**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,030	\$ 23,803	\$ 24,568	\$ 25,330	\$ 26,095	\$ 26,544	\$ 27,301	\$ 28,064	\$ 28,094	\$ 28,808
2	25,896	26,512	27,370	28,094	28,410	29,246	30,081	30,917	31,752	32,588
3	28,255	29,197	30,138	31,080	32,022	32,963	33,905	34,846	35,788	36,730
4	31,718	32,775	33,833	34,890	35,947	37,004	38,061	39,118	40,175	41,232
5	35,487	36,670	37,853	39,036	40,220	41,403	42,586	43,769	44,952	46,135
6	39,558	40,877	42,195	43,513	44,832	46,150	47,469	48,787	50,106	51,424
7	43,958	45,424	46,889	48,355	49,820	51,286	52,751	54,217	55,682	57,148
8	48,682	50,305	51,928	53,551	55,174	56,797	58,421	60,044	61,667	63,290
9	53,770	55,562	57,354	59,146	60,938	62,731	64,523	66,315	68,107	69,899
10	59,213	61,187	63,161	65,135	67,110	69,084	71,058	73,032	75,007	76,981
11	65,056	67,225	69,394	71,563	73,732	75,902	78,071	80,240	82,409	84,578
12	77,976	80,576	83,175	85,775	88,375	90,974	93,574	96,173	98,773	101,373
13	92,723	95,814	98,905	101,996	105,087	108,178	111,268	114,359	117,450	120,541
14	109,571	113,223	116,875	120,527	124,179	127,831	131,483	135,135	138,787	142,439
15	128,885	133,181	137,477	141,773	146,069	150,366	154,662	158,958	163,254	167,550

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/>

**SALARY TABLE 2021-ATL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.16%**  
**FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,112	\$ 24,921	\$ 25,722	\$ 26,520	\$ 27,321	\$ 27,790	\$ 28,583	\$ 29,382	\$ 29,414	\$ 30,161
2	27,112	27,757	28,655	29,414	29,745	30,619	31,494	32,369	33,243	34,118
3	29,582	30,568	31,554	32,540	33,526	34,511	35,497	36,483	37,469	38,455
4	33,208	34,315	35,422	36,528	37,635	38,742	39,849	40,955	42,062	43,169
5	37,154	38,392	39,631	40,870	42,109	43,347	44,586	45,825	47,063	48,302
6	41,416	42,796	44,177	45,557	46,938	48,318	49,698	51,079	52,459	53,840
7	46,023	47,557	49,091	50,626	52,160	53,694	55,229	56,763	58,297	59,832
8	50,969	52,668	54,367	56,067	57,766	59,465	61,164	62,864	64,563	66,262
9	56,295	58,171	60,048	61,924	63,801	65,677	67,553	69,430	71,306	73,182
10	61,994	64,061	66,128	68,195	70,262	72,328	74,395	76,462	78,529	80,596
11	68,112	70,382	72,653	74,924	77,195	79,466	81,737	84,008	86,279	88,550
12	81,638	84,360	87,082	89,803	92,525	95,247	97,969	100,690	103,412	106,134
13	97,078	100,314	103,550	106,786	110,022	113,258	116,494	119,730	122,966	126,202
14	114,717	118,540	122,364	126,188	130,011	133,835	137,658	141,482	145,306	149,129
15	134,938	139,436	143,934	148,432	152,930	157,428	161,926	166,423	170,921	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-AU**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.17%**  
**FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,324	\$ 24,107	\$ 24,882	\$ 25,654	\$ 26,429	\$ 26,882	\$ 27,649	\$ 28,422	\$ 28,453	\$ 29,176
2	26,227	26,851	27,719	28,453	28,773	29,619	30,465	31,312	32,158	33,004
3	28,616	29,570	30,523	31,477	32,431	33,384	34,338	35,291	36,245	37,199
4	32,123	33,194	34,265	35,335	36,406	37,476	38,547	39,618	40,688	41,759
5	35,940	37,138	38,337	39,535	40,733	41,931	43,130	44,328	45,526	46,724
6	40,063	41,398	42,734	44,069	45,404	46,740	48,075	49,410	50,746	52,081
7	44,519	46,004	47,488	48,972	50,456	51,940	53,425	54,909	56,393	57,877
8	49,304	50,948	52,592	54,235	55,879	57,523	59,167	60,810	62,454	64,098
9	54,456	56,271	58,086	59,902	61,717	63,532	65,347	67,162	68,977	70,792
10	59,969	61,968	63,968	65,967	67,967	69,966	71,966	73,965	75,964	77,964
11	65,887	68,084	70,280	72,477	74,674	76,871	79,068	81,264	83,461	85,658
12	78,972	81,605	84,237	86,870	89,503	92,136	94,769	97,402	100,034	102,667
13	93,907	97,038	100,168	103,298	106,429	109,559	112,689	115,820	118,950	122,080
14	110,970	114,669	118,367	122,066	125,765	129,464	133,162	136,861	140,560	144,258
15	130,531	134,882	139,233	143,584	147,935	152,286	156,637	160,988	165,339	169,690

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

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**SALARY TABLE 2021-BH**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.26%**  
**FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,947	\$ 23,717	\$ 24,480	\$ 25,239	\$ 26,002	\$ 26,448	\$ 27,203	\$ 27,963	\$ 27,993	\$ 28,705
2	25,803	26,417	27,271	27,993	28,308	29,141	29,973	30,805	31,638	32,470
3	28,154	29,092	30,030	30,968	31,906	32,845	33,783	34,721	35,659	36,597
4	31,604	32,657	33,711	34,764	35,817	36,871	37,924	38,977	40,031	41,084
5	35,359	36,538	37,717	38,896	40,075	41,254	42,433	43,611	44,790	45,969
6	39,416	40,729	42,043	43,357	44,671	45,984	47,298	48,612	49,926	51,239
7	43,800	45,260	46,720	48,180	49,641	51,101	52,561	54,021	55,482	56,942
8	48,507	50,124	51,742	53,359	54,976	56,593	58,210	59,827	61,445	63,062
9	53,576	55,362	57,148	58,933	60,719	62,505	64,291	66,076	67,862	69,648
10	59,000	60,967	62,934	64,901	66,868	68,835	70,802	72,769	74,737	76,704
11	64,822	66,983	69,144	71,306	73,467	75,628	77,790	79,951	82,112	84,273
12	77,695	80,286	82,876	85,466	88,056	90,647	93,237	95,827	98,418	101,008
13	92,389	95,469	98,549	101,629	104,708	107,788	110,868	113,948	117,027	120,107
14	109,176	112,815	116,454	120,093	123,732	127,371	131,010	134,649	138,288	141,927
15	128,421	132,701	136,982	141,263	145,544	149,824	154,105	158,386	162,666	166,947

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

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**SALARY TABLE 2021-BOS**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.11%**  
**FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,484	\$ 26,338	\$ 27,185	\$ 28,028	\$ 28,875	\$ 29,371	\$ 30,209	\$ 31,054	\$ 31,087	\$ 31,877
2	28,655	29,336	30,285	31,087	31,437	32,361	33,286	34,210	35,135	36,059
3	31,265	32,307	33,349	34,391	35,433	36,475	37,517	38,559	39,601	40,643
4	35,097	36,267	37,437	38,606	39,776	40,946	42,116	43,285	44,455	45,625
5	39,268	40,577	41,886	43,195	44,504	45,813	47,123	48,432	49,741	51,050
6	43,772	45,231	46,690	48,149	49,608	51,067	52,526	53,985	55,444	56,903
7	48,641	50,263	51,884	53,506	55,127	56,749	58,371	59,992	61,614	63,235
8	53,869	55,664	57,460	59,256	61,052	62,848	64,644	66,440	68,236	70,032
9	59,498	61,481	63,464	65,447	67,430	69,413	71,397	73,380	75,363	77,346
10	65,521	67,705	69,890	72,074	74,259	76,443	78,628	80,813	82,997	85,182
11	71,987	74,387	76,787	79,187	81,587	83,987	86,388	88,788	91,188	93,588
12	86,283	89,159	92,036	94,913	97,789	100,666	103,542	106,419	109,295	112,172
13	102,601	106,021	109,441	112,862	116,282	119,702	123,122	126,542	129,962	133,382
14	121,243	125,284	129,326	133,367	137,408	141,449	145,490	149,531	153,572	157,614
15	142,615	147,369	152,123	156,876	161,630	166,384	171,138	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

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**SALARY TABLE 2021-BU**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.20%**  
**FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,725	\$ 24,521	\$ 25,309	\$ 26,094	\$ 26,883	\$ 27,344	\$ 28,124	\$ 28,911	\$ 28,942	\$ 29,677
2	26,677	27,312	28,195	28,942	29,267	30,128	30,989	31,849	32,710	33,571
3	29,108	30,078	31,048	32,018	32,988	33,958	34,928	35,898	36,868	37,838
4	32,675	33,764	34,853	35,942	37,031	38,120	39,209	40,298	41,387	42,476
5	36,558	37,776	38,995	40,214	41,433	42,652	43,871	45,089	46,308	47,527
6	40,751	42,110	43,468	44,826	46,184	47,543	48,901	50,259	51,617	52,976
7	45,284	46,794	48,304	49,813	51,323	52,833	54,342	55,852	57,362	58,872
8	50,151	51,823	53,495	55,167	56,839	58,511	60,183	61,855	63,527	65,199
9	55,392	57,238	59,084	60,931	62,777	64,623	66,469	68,316	70,162	72,008
10	60,999	63,033	65,067	67,100	69,134	71,168	73,202	75,236	77,269	79,303
11	67,019	69,253	71,488	73,722	75,957	78,191	80,426	82,660	84,895	87,129
12	80,328	83,007	85,685	88,363	91,041	93,719	96,397	99,075	101,753	104,431
13	95,521	98,705	101,889	105,073	108,257	111,441	114,625	117,809	120,993	124,177
14	112,876	116,638	120,401	124,163	127,925	131,688	135,450	139,212	142,974	146,737
15	132,773	137,199	141,624	146,050	150,476	154,902	159,328	163,753	168,179	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

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**SALARY TABLE 2021-BN**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.89%**  
**FOR THE LOCALITY PAY AREA OF BURLINGTON-SOUTH BURLINGTON, VT**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,072	\$ 23,846	\$ 24,612	\$ 25,376	\$ 26,142	\$ 26,591	\$ 27,350	\$ 28,114	\$ 28,145	\$ 28,860
2	25,943	26,560	27,419	28,145	28,462	29,298	30,135	30,972	31,809	32,646
3	28,306	29,249	30,193	31,136	32,079	33,023	33,966	34,909	35,853	36,796
4	31,775	32,834	33,893	34,952	36,011	37,070	38,130	39,189	40,248	41,307
5	35,551	36,736	37,921	39,107	40,292	41,477	42,663	43,848	45,033	46,218
6	39,629	40,950	42,271	43,592	44,913	46,234	47,554	48,875	50,196	51,517
7	44,037	45,505	46,973	48,442	49,910	51,378	52,846	54,314	55,782	57,250
8	48,770	50,396	52,022	53,648	55,274	56,900	58,526	60,152	61,778	63,403
9	53,866	55,662	57,457	59,253	61,048	62,844	64,639	66,434	68,230	70,025
10	59,319	61,297	63,275	65,253	67,230	69,208	71,186	73,164	75,142	77,119
11	65,173	67,346	69,519	71,692	73,865	76,038	78,211	80,384	82,557	84,730
12	78,116	80,721	83,325	85,929	88,534	91,138	93,742	96,347	98,951	101,555
13	92,890	95,987	99,083	102,179	105,276	108,372	111,469	114,565	117,661	120,758
14	109,768	113,427	117,085	120,744	124,403	128,061	131,720	135,378	139,037	142,696
15	129,117	133,421	137,724	142,028	146,332	150,636	154,940	159,244	163,548	167,852

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

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**SALARY TABLE 2021-CT**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.44%**  
**FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,180	\$ 23,958	\$ 24,728	\$ 25,495	\$ 26,265	\$ 26,716	\$ 27,479	\$ 28,247	\$ 28,277	\$ 28,996
2	26,065	26,685	27,548	28,277	28,595	29,436	30,277	31,118	31,959	32,800
3	28,439	29,387	30,335	31,282	32,230	33,178	34,126	35,073	36,021	36,969
4	31,925	32,989	34,053	35,117	36,181	37,245	38,309	39,373	40,437	41,501
5	35,718	36,909	38,100	39,291	40,482	41,672	42,863	44,054	45,245	46,436
6	39,816	41,143	42,470	43,797	45,124	46,451	47,778	49,105	50,432	51,759
7	44,244	45,719	47,194	48,669	50,145	51,620	53,095	54,570	56,045	57,520
8	48,999	50,633	52,267	53,900	55,534	57,167	58,801	60,435	62,068	63,702
9	54,120	55,924	57,728	59,532	61,335	63,139	64,943	66,747	68,551	70,355
10	59,598	61,586	63,573	65,560	67,547	69,534	71,521	73,508	75,495	77,482
11	65,480	67,663	69,846	72,029	74,213	76,396	78,579	80,762	82,946	85,129
12	78,484	81,101	83,717	86,334	88,950	91,567	94,183	96,800	99,416	102,033
13	93,327	96,438	99,549	102,660	105,771	108,882	111,993	115,104	118,215	121,326
14	110,284	113,960	117,636	121,312	124,988	128,664	132,340	136,015	139,691	143,367
15	129,724	134,048	138,373	142,697	147,021	151,345	155,669	159,993	164,317	168,641

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/>

**SALARY TABLE 2021-CHI**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.59%**  
**FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,381	\$ 26,232	\$ 27,076	\$ 27,916	\$ 28,759	\$ 29,253	\$ 30,087	\$ 30,928	\$ 30,962	\$ 31,749
2	28,539	29,218	30,163	30,962	31,310	32,231	33,152	34,072	34,993	35,914
3	31,139	32,177	33,215	34,253	35,290	36,328	37,366	38,403	39,441	40,479
4	34,956	36,121	37,286	38,451	39,616	40,781	41,946	43,111	44,276	45,441
5	39,109	40,413	41,717	43,021	44,325	45,629	46,933	48,237	49,541	50,844
6	43,596	45,049	46,502	47,955	49,408	50,861	52,314	53,767	55,220	56,673
7	48,445	50,060	51,675	53,290	54,905	56,520	58,136	59,751	61,366	62,981
8	53,652	55,440	57,229	59,018	60,806	62,595	64,384	66,172	67,961	69,750
9	59,258	61,233	63,208	65,184	67,159	69,134	71,109	73,084	75,059	77,034
10	65,257	67,433	69,608	71,784	73,960	76,136	78,311	80,487	82,663	84,839
11	71,697	74,087	76,478	78,868	81,259	83,649	86,040	88,430	90,821	93,211
12	85,935	88,800	91,665	94,530	97,395	100,260	103,125	105,990	108,855	111,720
13	102,188	105,594	109,001	112,407	115,813	119,220	122,626	126,032	129,439	132,845
14	120,755	124,780	128,805	132,830	136,854	140,879	144,904	148,929	152,954	156,979
15	142,041	146,775	151,510	156,245	160,979	165,714	170,449	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-CIN**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.55%**  
**FOR THE LOCALITY PAY AREA OF CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,794	\$ 24,592	\$ 25,383	\$ 26,170	\$ 26,961	\$ 27,424	\$ 28,206	\$ 28,995	\$ 29,026	\$ 29,764
2	26,755	27,391	28,277	29,026	29,353	30,216	31,079	31,942	32,805	33,668
3	29,192	30,165	31,138	32,111	33,084	34,057	35,029	36,002	36,975	37,948
4	32,770	33,862	34,955	36,047	37,139	38,231	39,323	40,416	41,508	42,600
5	36,664	37,886	39,109	40,331	41,554	42,776	43,998	45,221	46,443	47,665
6	40,870	42,232	43,594	44,957	46,319	47,681	49,043	50,406	51,768	53,130
7	45,416	46,930	48,444	49,958	51,472	52,987	54,501	56,015	57,529	59,043
8	50,297	51,974	53,651	55,328	57,004	58,681	60,358	62,035	63,712	65,389
9	55,553	57,405	59,256	61,108	62,960	64,811	66,663	68,515	70,366	72,218
10	61,177	63,216	65,256	67,296	69,336	71,375	73,415	75,455	77,494	79,534
11	67,214	69,455	71,696	73,937	76,178	78,419	80,660	82,901	85,142	87,383
12	80,562	83,248	85,934	88,620	91,306	93,992	96,677	99,363	102,049	104,735
13	95,799	98,992	102,185	105,379	108,572	111,766	114,959	118,152	121,346	124,539
14	113,205	116,978	120,751	124,525	128,298	132,071	135,844	139,617	143,391	147,164
15	133,160	137,598	142,037	146,475	150,914	155,353	159,791	164,230	168,669	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-CLE**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.82%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,847	\$ 24,647	\$ 25,440	\$ 26,229	\$ 27,021	\$ 27,485	\$ 28,269	\$ 29,060	\$ 29,091	\$ 29,830
2	26,815	27,453	28,341	29,091	29,418	30,284	31,149	32,014	32,879	33,744
3	29,258	30,233	31,208	32,183	33,158	34,133	35,108	36,083	37,058	38,033
4	32,844	33,938	35,033	36,128	37,222	38,317	39,411	40,506	41,601	42,695
5	36,746	37,971	39,196	40,422	41,647	42,872	44,097	45,322	46,547	47,772
6	40,962	42,327	43,692	45,057	46,423	47,788	49,153	50,518	51,884	53,249
7	45,518	47,035	48,553	50,070	51,588	53,105	54,623	56,140	57,658	59,175
8	50,410	52,090	53,771	55,452	57,132	58,813	60,493	62,174	63,855	65,535
9	55,677	57,533	59,389	61,245	63,101	64,956	66,812	68,668	70,524	72,380
10	61,314	63,358	65,402	67,447	69,491	71,535	73,579	75,624	77,668	79,712
11	67,364	69,610	71,856	74,103	76,349	78,595	80,841	83,087	85,333	87,579
12	80,743	83,435	86,127	88,818	91,510	94,202	96,894	99,586	102,278	104,970
13	96,013	99,214	102,414	105,615	108,815	112,016	115,216	118,417	121,617	124,818
14	113,458	117,240	121,022	124,803	128,585	132,367	136,148	139,930	143,712	147,493
15	133,458	137,906	142,355	146,804	151,252	155,701	160,149	164,598	169,047	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-CS**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.78%**  
**FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,247	\$ 24,027	\$ 24,800	\$ 25,569	\$ 26,341	\$ 26,794	\$ 27,558	\$ 28,328	\$ 28,359	\$ 29,080
2	26,140	26,762	27,628	28,359	28,678	29,522	30,365	31,208	32,051	32,895
3	28,522	29,472	30,423	31,373	32,324	33,274	34,225	35,175	36,125	37,076
4	32,017	33,084	34,151	35,219	36,286	37,353	38,420	39,487	40,554	41,621
5	35,822	37,016	38,210	39,404	40,599	41,793	42,987	44,182	45,376	46,570
6	39,931	41,262	42,593	43,924	45,255	46,586	47,916	49,247	50,578	51,909
7	44,372	45,852	47,331	48,810	50,290	51,769	53,248	54,728	56,207	57,686
8	49,141	50,780	52,418	54,056	55,695	57,333	58,971	60,610	62,248	63,886
9	54,277	56,086	57,895	59,704	61,513	63,322	65,131	66,940	68,749	70,558
10	59,771	61,764	63,757	65,750	67,742	69,735	71,728	73,721	75,714	77,707
11	65,669	67,859	70,048	72,238	74,428	76,617	78,807	80,996	83,186	85,375
12	78,711	81,335	83,959	86,584	89,208	91,832	94,456	97,080	99,704	102,328
13	93,597	96,717	99,837	102,957	106,077	109,197	112,317	115,437	118,557	121,677
14	110,604	114,290	117,977	121,663	125,350	129,036	132,723	136,409	140,096	143,782
15	130,100	134,436	138,773	143,110	147,446	151,783	156,120	160,456	164,793	169,130

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/>

**SALARY TABLE 2021-COL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.02%**  
**FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,690	\$ 24,484	\$ 25,271	\$ 26,055	\$ 26,842	\$ 27,303	\$ 28,082	\$ 28,867	\$ 28,898	\$ 29,633
2	26,637	27,271	28,153	28,898	29,224	30,083	30,942	31,802	32,661	33,520
3	29,064	30,033	31,001	31,970	32,938	33,907	34,875	35,844	36,813	37,781
4	32,626	33,714	34,801	35,888	36,976	38,063	39,151	40,238	41,325	42,413
5	36,503	37,720	38,937	40,154	41,371	42,588	43,805	45,022	46,239	47,456
6	40,690	42,047	43,403	44,759	46,115	47,472	48,828	50,184	51,540	52,896
7	45,216	46,724	48,231	49,739	51,246	52,754	54,261	55,768	57,276	58,783
8	50,076	51,745	53,415	55,084	56,754	58,423	60,093	61,762	63,432	65,101
9	55,309	57,152	58,996	60,839	62,683	64,526	66,370	68,213	70,057	71,900
10	60,908	62,938	64,969	67,000	69,031	71,061	73,092	75,123	77,154	79,184
11	66,918	69,150	71,381	73,612	75,843	78,074	80,305	82,537	84,768	86,999
12	80,208	82,882	85,556	88,230	90,904	93,578	96,252	98,926	101,601	104,275
13	95,377	98,557	101,736	104,915	108,095	111,274	114,453	117,633	120,812	123,991
14	112,707	116,464	120,220	123,977	127,734	131,490	135,247	139,004	142,760	146,517
15	132,574	136,993	141,412	145,832	150,251	154,670	159,089	163,508	167,927	172,346

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/>

**SALARY TABLE 2021-CC**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.56%**  
**FOR THE LOCALITY PAY AREA OF CORPUS CHRISTI-KINGSVILLE-ALICE, TX**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,007	\$ 23,778	\$ 24,543	\$ 25,304	\$ 26,069	\$ 26,516	\$ 27,273	\$ 28,035	\$ 28,065	\$ 28,779
2	25,869	26,485	27,341	28,065	28,381	29,216	30,050	30,885	31,719	32,554
3	28,226	29,167	30,107	31,048	31,989	32,929	33,870	34,811	35,751	36,692
4	31,686	32,742	33,798	34,854	35,910	36,966	38,022	39,078	40,134	41,190
5	35,451	36,632	37,814	38,996	40,178	41,360	42,542	43,724	44,906	46,088
6	39,517	40,834	42,152	43,469	44,786	46,103	47,420	48,737	50,054	51,371
7	43,913	45,377	46,841	48,305	49,769	51,233	52,697	54,161	55,625	57,089
8	48,632	50,254	51,875	53,496	55,118	56,739	58,360	59,982	61,603	63,224
9	53,714	55,505	57,295	59,085	60,876	62,666	64,457	66,247	68,037	69,828
10	59,152	61,124	63,096	65,068	67,041	69,013	70,985	72,957	74,929	76,902
11	64,989	67,156	69,323	71,490	73,657	75,823	77,990	80,157	82,324	84,491
12	77,896	80,493	83,090	85,687	88,284	90,881	93,478	96,075	98,672	101,268
13	92,628	95,716	98,803	101,891	104,979	108,066	111,154	114,242	117,329	120,417
14	109,458	113,106	116,755	120,403	124,051	127,700	131,348	134,996	138,645	142,293
15	128,752	133,044	137,336	141,627	145,919	150,211	154,503	158,794	163,086	167,378

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/>



**SALARY TABLE 2021-DFW**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.98%**  
**FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,669	\$ 25,496	\$ 26,316	\$ 27,132	\$ 27,952	\$ 28,432	\$ 29,243	\$ 30,060	\$ 30,093	\$ 30,858
2	27,738	28,398	29,317	30,093	30,431	31,326	32,221	33,116	34,011	34,906
3	30,265	31,274	32,282	33,291	34,300	35,308	36,317	37,325	38,334	39,342
4	33,975	35,107	36,239	37,372	38,504	39,636	40,768	41,901	43,033	44,165
5	38,011	39,279	40,546	41,813	43,081	44,348	45,615	46,882	48,150	49,417
6	42,372	43,784	45,197	46,609	48,021	49,433	50,846	52,258	53,670	55,082
7	47,085	48,655	50,224	51,794	53,364	54,934	56,503	58,073	59,643	61,213
8	52,145	53,884	55,622	57,361	59,099	60,838	62,576	64,315	66,053	67,792
9	57,595	59,514	61,434	63,354	65,273	67,193	69,113	71,032	72,952	74,872
10	63,425	65,540	67,654	69,769	71,883	73,998	76,113	78,227	80,342	82,457
11	69,684	72,007	74,331	76,654	78,977	81,301	83,624	85,947	88,271	90,594
12	83,523	86,307	89,092	91,877	94,661	97,446	100,230	103,015	105,799	108,584
13	99,319	102,630	105,941	109,251	112,562	115,873	119,183	122,494	125,805	129,116
14	117,365	121,277	125,189	129,101	133,012	136,924	140,836	144,748	148,660	152,572
15	138,053	142,655	147,256	151,858	156,460	161,062	165,663	170,265	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-DV**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.04%**  
**FOR THE LOCALITY PAY AREA OF DAVENPORT-MOLINE, IA-IL**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,101	\$ 23,876	\$ 24,644	\$ 25,408	\$ 26,176	\$ 26,625	\$ 27,385	\$ 28,150	\$ 28,181	\$ 28,897
2	25,976	26,594	27,454	28,181	28,498	29,336	30,174	31,012	31,850	32,688
3	28,342	29,287	30,231	31,176	32,120	33,065	34,009	34,954	35,899	36,843
4	31,816	32,877	33,937	34,997	36,058	37,118	38,178	39,239	40,299	41,360
5	35,597	36,783	37,970	39,157	40,344	41,530	42,717	43,904	45,091	46,278
6	39,680	41,003	42,325	43,648	44,970	46,293	47,615	48,938	50,260	51,583
7	44,094	45,564	47,034	48,504	49,974	51,444	52,914	54,384	55,854	57,324
8	48,833	50,461	52,089	53,717	55,345	56,973	58,601	60,229	61,857	63,485
9	53,936	55,733	57,531	59,329	61,126	62,924	64,722	66,520	68,317	70,115
10	59,395	61,376	63,356	65,336	67,317	69,297	71,277	73,258	75,238	77,218
11	65,257	67,433	69,608	71,784	73,960	76,136	78,311	80,487	82,663	84,839
12	78,217	80,824	83,432	86,040	88,647	91,255	93,863	96,470	99,078	101,686
13	93,009	96,110	99,210	102,311	105,411	108,511	111,612	114,712	117,812	120,913
14	109,909	113,572	117,235	120,899	124,562	128,226	131,889	135,552	139,216	142,879
15	129,282	133,592	137,901	142,211	146,520	150,829	155,139	159,448	163,758	168,067

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/>

**SALARY TABLE 2021-DAY**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.18%**  
**FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,524	\$ 24,313	\$ 25,095	\$ 25,873	\$ 26,655	\$ 27,112	\$ 27,886	\$ 28,665	\$ 28,696	\$ 29,426
2	26,451	27,080	27,956	28,696	29,019	29,872	30,726	31,579	32,432	33,286
3	28,861	29,822	30,784	31,746	32,708	33,670	34,631	35,593	36,555	37,517
4	32,398	33,478	34,557	35,637	36,717	37,797	38,877	39,956	41,036	42,116
5	36,247	37,456	38,664	39,873	41,081	42,290	43,498	44,707	45,915	47,124
6	40,406	41,752	43,099	44,446	45,793	47,139	48,486	49,833	51,179	52,526
7	44,900	46,397	47,894	49,391	50,887	52,384	53,881	55,378	56,875	58,372
8	49,725	51,383	53,041	54,699	56,357	58,014	59,672	61,330	62,988	64,646
9	54,922	56,752	58,583	60,414	62,244	64,075	65,905	67,736	69,567	71,397
10	60,481	62,498	64,515	66,531	68,548	70,564	72,581	74,597	76,614	78,630
11	66,450	68,666	70,881	73,097	75,312	77,528	79,743	81,959	84,174	86,390
12	79,647	82,302	84,957	87,613	90,268	92,923	95,579	98,234	100,889	103,545
13	94,710	97,867	101,024	104,181	107,338	110,495	113,652	116,810	119,967	123,124
14	111,918	115,649	119,379	123,109	126,840	130,570	134,300	138,031	141,761	145,491
15	131,646	136,034	140,423	144,811	149,199	153,587	157,975	162,364	166,752	171,140

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/>

**SALARY TABLE 2021-DEN**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.13%**  
**FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,093	\$ 25,935	\$ 26,768	\$ 27,599	\$ 28,433	\$ 28,921	\$ 29,746	\$ 30,577	\$ 30,610	\$ 31,388
2	28,215	28,886	29,821	30,610	30,955	31,865	32,775	33,686	34,596	35,506
3	30,786	31,812	32,838	33,864	34,890	35,915	36,941	37,967	38,993	40,019
4	34,559	35,711	36,863	38,014	39,166	40,318	41,470	42,622	43,773	44,925
5	38,665	39,954	41,244	42,533	43,822	45,111	46,400	47,689	48,978	50,267
6	43,101	44,537	45,974	47,411	48,847	50,284	51,720	53,157	54,593	56,030
7	47,895	49,492	51,088	52,685	54,282	55,879	57,475	59,072	60,669	62,266
8	53,042	54,811	56,579	58,348	60,116	61,884	63,653	65,421	67,189	68,958
9	58,585	60,538	62,491	64,443	66,396	68,349	70,302	72,254	74,207	76,160
10	64,516	66,667	68,818	70,969	73,120	75,271	77,422	79,573	81,724	83,875
11	70,883	73,246	75,609	77,973	80,336	82,699	85,063	87,426	89,789	92,153
12	84,960	87,792	90,625	93,457	96,290	99,122	101,954	104,787	107,619	110,452
13	101,028	104,395	107,763	111,131	114,498	117,866	121,234	124,601	127,969	131,337
14	119,384	123,363	127,342	131,321	135,301	139,280	143,259	147,238	151,217	155,196
15	140,428	145,109	149,790	154,471	159,152	163,832	168,513	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-DM**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.95%**  
**FOR THE LOCALITY PAY AREA OF DES MOINES-AMES-WEST DES MOINES, IA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,886	\$ 23,654	\$ 24,414	\$ 25,172	\$ 25,932	\$ 26,377	\$ 27,130	\$ 27,888	\$ 27,918	\$ 28,628
2	25,734	26,346	27,198	27,918	28,233	29,063	29,893	30,723	31,553	32,384
3	28,078	29,014	29,950	30,886	31,821	32,757	33,693	34,628	35,564	36,500
4	31,520	32,570	33,621	34,671	35,722	36,772	37,823	38,873	39,924	40,974
5	35,265	36,441	37,616	38,792	39,968	41,144	42,319	43,495	44,671	45,847
6	39,311	40,621	41,931	43,241	44,551	45,862	47,172	48,482	49,792	51,103
7	43,683	45,139	46,596	48,052	49,508	50,965	52,421	53,877	55,334	56,790
8	48,378	49,991	51,604	53,216	54,829	56,442	58,055	59,668	61,281	62,894
9	53,433	55,214	56,995	58,776	60,557	62,338	64,119	65,900	67,681	69,462
10	58,842	60,804	62,766	64,728	66,690	68,652	70,614	72,575	74,537	76,499
11	64,649	66,805	68,960	71,116	73,271	75,427	77,582	79,738	81,893	84,049
12	77,488	80,072	82,655	85,238	87,822	90,405	92,988	95,572	98,155	100,739
13	92,143	95,215	98,286	101,358	104,429	107,501	110,572	113,644	116,715	119,787
14	108,885	112,514	116,144	119,773	123,402	127,031	130,661	134,290	137,919	141,548
15	128,078	132,348	136,617	140,886	145,155	149,425	153,694	157,963	162,233	166,502

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/>

**SALARY TABLE 2021-DET**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.32%**  
**FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,130	\$ 25,973	\$ 26,808	\$ 27,640	\$ 28,475	\$ 28,964	\$ 29,790	\$ 30,623	\$ 30,656	\$ 31,435
2	28,257	28,930	29,865	30,656	31,001	31,913	32,824	33,736	34,648	35,559
3	30,832	31,859	32,887	33,914	34,942	35,969	36,997	38,024	39,052	40,079
4	34,611	35,764	36,918	38,071	39,225	40,378	41,532	42,685	43,839	44,992
5	38,723	40,014	41,305	42,596	43,887	45,178	46,469	47,760	49,051	50,342
6	43,165	44,604	46,043	47,481	48,920	50,359	51,798	53,236	54,675	56,114
7	47,967	49,566	51,165	52,764	54,363	55,962	57,561	59,161	60,760	62,359
8	53,122	54,893	56,664	58,435	60,206	61,977	63,748	65,519	67,290	69,061
9	58,673	60,629	62,584	64,540	66,495	68,451	70,407	72,362	74,318	76,274
10	64,612	66,767	68,921	71,075	73,229	75,384	77,538	79,692	81,846	84,001
11	70,989	73,355	75,722	78,089	80,456	82,823	85,190	87,557	89,924	92,290
12	85,087	87,923	90,760	93,597	96,433	99,270	102,107	104,944	107,780	110,617
13	101,179	104,551	107,924	111,297	114,669	118,042	121,415	124,788	128,160	131,533
14	119,562	123,548	127,533	131,518	135,503	139,488	143,473	147,458	151,443	155,428
15	140,638	145,326	150,014	154,701	159,389	164,077	168,765	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-HB**  
**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,133	\$ 23,909	\$ 24,678	\$ 25,443	\$ 26,212	\$ 26,662	\$ 27,422	\$ 28,189	\$ 28,219	\$ 28,937
2	26,011	26,630	27,492	28,219	28,537	29,376	30,215	31,054	31,894	32,733
3	28,381	29,327	30,273	31,219	32,164	33,110	34,056	35,002	35,948	36,893
4	31,860	32,921	33,983	35,045	36,107	37,169	38,231	39,292	40,354	41,416
5	35,645	36,834	38,022	39,210	40,399	41,587	42,776	43,964	45,152	46,341
6	39,734	41,059	42,383	43,707	45,032	46,356	47,680	49,005	50,329	51,654
7	44,154	45,626	47,098	48,570	50,042	51,514	52,986	54,458	55,930	57,402
8	48,899	50,530	52,160	53,790	55,420	57,051	58,681	60,311	61,941	63,572
9	54,009	55,809	57,610	59,410	61,210	63,010	64,810	66,611	68,411	70,211
10	59,477	61,460	63,443	65,426	67,409	69,392	71,375	73,358	75,341	77,324
11	65,346	67,525	69,704	71,882	74,061	76,240	78,419	80,597	82,776	84,955
12	78,324	80,935	83,546	86,157	88,768	91,380	93,991	96,602	99,213	101,825
13	93,136	96,241	99,346	102,450	105,555	108,660	111,764	114,869	117,974	121,078
14	110,059	113,727	117,396	121,064	124,732	128,401	132,069	135,738	139,406	143,074
15	129,459	133,774	138,090	142,405	146,720	151,036	155,351	159,666	163,982	168,297

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/>

**SALARY TABLE 2021-HAR**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.49%**  
**FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,559	\$ 26,416	\$ 27,265	\$ 28,111	\$ 28,960	\$ 29,458	\$ 30,298	\$ 31,145	\$ 31,179	\$ 31,971
2	28,739	29,423	30,374	31,179	31,530	32,457	33,384	34,311	35,238	36,165
3	31,357	32,402	33,447	34,492	35,537	36,582	37,627	38,672	39,717	40,762
4	35,201	36,374	37,547	38,720	39,893	41,066	42,240	43,413	44,586	45,759
5	39,383	40,696	42,009	43,322	44,635	45,948	47,261	48,574	49,887	51,200
6	43,901	45,364	46,827	48,291	49,754	51,217	52,680	54,144	55,607	57,070
7	48,784	50,410	52,037	53,663	55,290	56,916	58,542	60,169	61,795	63,422
8	54,027	55,828	57,630	59,431	61,232	63,033	64,834	66,636	68,437	70,238
9	59,673	61,662	63,651	65,640	67,629	69,618	71,607	73,596	75,585	77,574
10	65,714	67,905	70,096	72,286	74,477	76,668	78,859	81,050	83,241	85,432
11	72,198	74,606	77,013	79,420	81,827	84,235	86,642	89,049	91,456	93,863
12	86,537	89,422	92,307	95,192	98,077	100,962	103,847	106,732	109,617	112,502
13	102,903	106,333	109,763	113,194	116,624	120,054	123,484	126,914	130,345	133,775
14	121,600	125,653	129,706	133,759	137,812	141,865	145,918	149,971	154,024	158,078
15	143,035	147,802	152,570	157,338	162,106	166,874	171,642	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>



**SALARY TABLE 2021-HOU**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.32%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,315	\$ 27,197	\$ 28,072	\$ 28,942	\$ 29,817	\$ 30,329	\$ 31,194	\$ 32,066	\$ 32,101	\$ 32,917
2	29,589	30,293	31,273	32,101	32,462	33,417	34,371	35,326	36,280	37,235
3	32,285	33,361	34,437	35,512	36,588	37,664	38,740	39,816	40,892	41,968
4	36,242	37,450	38,657	39,865	41,073	42,281	43,489	44,697	45,905	47,113
5	40,548	41,900	43,252	44,604	45,955	47,307	48,659	50,011	51,363	52,715
6	45,199	46,706	48,213	49,719	51,226	52,732	54,239	55,745	57,252	58,758
7	50,227	51,901	53,576	55,250	56,925	58,599	60,274	61,948	63,623	65,297
8	55,625	57,480	59,334	61,189	63,043	64,898	66,752	68,606	70,461	72,315
9	61,438	63,486	65,533	67,581	69,629	71,677	73,725	75,772	77,820	79,868
10	67,657	69,913	72,169	74,425	76,680	78,936	81,192	83,448	85,703	87,959
11	74,334	76,812	79,291	81,769	84,248	86,726	89,204	91,683	94,161	96,640
12	89,096	92,067	95,037	98,008	100,978	103,948	106,919	109,889	112,859	115,830
13	105,947	109,478	113,010	116,542	120,073	123,605	127,137	130,668	134,200	137,732
14	125,197	129,370	133,543	137,716	141,888	146,061	150,234	154,407	158,580	162,753
15	147,265	152,174	157,083	161,992	166,901	171,809	172,500 *	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-HNT**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.85%**  
**FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,656	\$ 24,449	\$ 25,236	\$ 26,018	\$ 26,804	\$ 27,265	\$ 28,043	\$ 28,826	\$ 28,857	\$ 29,591
2	26,600	27,232	28,113	28,857	29,182	30,040	30,899	31,757	32,615	33,473
3	29,023	29,990	30,957	31,924	32,892	33,859	34,826	35,793	36,760	37,728
4	32,580	33,666	34,752	35,838	36,923	38,009	39,095	40,181	41,267	42,353
5	36,451	37,666	38,882	40,097	41,312	42,528	43,743	44,958	46,173	47,389
6	40,633	41,987	43,341	44,696	46,050	47,404	48,759	50,113	51,467	52,821
7	45,152	46,658	48,163	49,668	51,174	52,679	54,184	55,690	57,195	58,700
8	50,005	51,672	53,339	55,006	56,673	58,341	60,008	61,675	63,342	65,009
9	55,230	57,071	58,912	60,753	62,594	64,435	66,276	68,117	69,958	71,799
10	60,821	62,849	64,877	66,905	68,933	70,961	72,989	75,017	77,044	79,072
11	66,824	69,052	71,280	73,508	75,736	77,964	80,192	82,420	84,648	86,876
12	80,095	82,765	85,435	88,105	90,776	93,446	96,116	98,786	101,457	104,127
13	95,242	98,417	101,592	104,767	107,942	111,117	114,291	117,466	120,641	123,816
14	112,548	116,299	120,050	123,801	127,553	131,304	135,055	138,807	142,558	146,309
15	132,386	136,799	141,212	145,625	150,038	154,451	158,864	163,276	167,689	172,102

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/>

**SALARY TABLE 2021-IND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.92%**  
**FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,078	\$ 23,852	\$ 24,619	\$ 25,382	\$ 26,149	\$ 26,598	\$ 27,357	\$ 28,122	\$ 28,152	\$ 28,868
2	25,949	26,567	27,426	28,152	28,469	29,306	30,143	30,980	31,817	32,655
3	28,313	29,257	30,200	31,144	32,088	33,031	33,975	34,918	35,862	36,805
4	31,784	32,843	33,902	34,961	36,021	37,080	38,139	39,199	40,258	41,317
5	35,560	36,746	37,931	39,117	40,302	41,488	42,673	43,859	45,045	46,230
6	39,639	40,961	42,282	43,603	44,924	46,245	47,567	48,888	50,209	51,530
7	44,048	45,517	46,985	48,454	49,923	51,391	52,860	54,328	55,797	57,265
8	48,783	50,409	52,035	53,662	55,288	56,914	58,541	60,167	61,793	63,420
9	53,880	55,676	57,472	59,268	61,064	62,860	64,656	66,451	68,247	70,043
10	59,335	61,313	63,291	65,269	67,248	69,226	71,204	73,183	75,161	77,139
11	65,190	67,363	69,537	71,711	73,884	76,058	78,231	80,405	82,578	84,752
12	78,136	80,741	83,346	85,951	88,556	91,161	93,766	96,371	98,976	101,581
13	92,914	96,011	99,108	102,206	105,303	108,400	111,497	114,594	117,692	120,789
14	109,796	113,456	117,115	120,775	124,434	128,094	131,754	135,413	139,073	142,732
15	129,150	133,455	137,760	142,065	146,370	150,675	154,980	159,285	163,590	167,895

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/>

**SALARY TABLE 2021-KC**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.13%**  
**FOR THE LOCALITY PAY AREA OF KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,119	\$ 23,895	\$ 24,663	\$ 25,428	\$ 26,196	\$ 26,646	\$ 27,406	\$ 28,172	\$ 28,203	\$ 28,919
2	25,996	26,614	27,475	28,203	28,520	29,359	30,197	31,036	31,875	32,713
3	28,364	29,309	30,255	31,200	32,145	33,090	34,036	34,981	35,926	36,871
4	31,841	32,902	33,963	35,024	36,085	37,147	38,208	39,269	40,330	41,391
5	35,624	36,812	37,999	39,187	40,375	41,562	42,750	43,938	45,126	46,313
6	39,711	41,034	42,358	43,681	45,005	46,328	47,652	48,976	50,299	51,623
7	44,128	45,599	47,070	48,541	50,012	51,483	52,954	54,426	55,897	57,368
8	48,870	50,499	52,129	53,758	55,387	57,017	58,646	60,275	61,904	63,534
9	53,977	55,776	57,575	59,374	61,173	62,973	64,772	66,571	68,370	70,169
10	59,441	61,423	63,405	65,387	67,368	69,350	71,332	73,314	75,296	77,278
11	65,307	67,484	69,662	71,839	74,017	76,194	78,372	80,549	82,727	84,904
12	78,277	80,886	83,496	86,106	88,715	91,325	93,935	96,544	99,154	101,764
13	93,081	96,184	99,286	102,389	105,492	108,595	111,698	114,800	117,903	121,006
14	109,993	113,659	117,326	120,992	124,658	128,324	131,990	135,656	139,323	142,989
15	129,382	133,695	138,007	142,320	146,633	150,945	155,258	159,571	163,884	168,196

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/>

**SALARY TABLE 2021-LR**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.88%**  
**FOR THE LOCALITY PAY AREA OF LAREDO, TX**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,465	\$ 24,252	\$ 25,031	\$ 25,808	\$ 26,588	\$ 27,044	\$ 27,816	\$ 28,593	\$ 28,624	\$ 29,351
2	26,384	27,012	27,886	28,624	28,946	29,797	30,648	31,500	32,351	33,202
3	28,788	29,747	30,707	31,666	32,625	33,585	34,544	35,504	36,463	37,422
4	32,316	33,393	34,470	35,547	36,625	37,702	38,779	39,856	40,933	42,010
5	36,156	37,362	38,567	39,772	40,978	42,183	43,389	44,594	45,800	47,005
6	40,304	41,647	42,991	44,334	45,677	47,021	48,364	49,707	51,051	52,394
7	44,787	46,280	47,773	49,266	50,759	52,253	53,746	55,239	56,732	58,225
8	49,600	51,254	52,908	54,561	56,215	57,868	59,522	61,176	62,829	64,483
9	54,783	56,609	58,435	60,261	62,087	63,913	65,739	67,565	69,391	71,217
10	60,329	62,341	64,352	66,364	68,375	70,386	72,398	74,409	76,421	78,432
11	66,283	68,493	70,703	72,913	75,123	77,333	79,543	81,753	83,963	86,173
12	79,446	82,095	84,744	87,392	90,041	92,690	95,338	97,987	100,635	103,284
13	94,472	97,621	100,770	103,919	107,068	110,217	113,366	116,515	119,665	122,814
14	111,637	115,358	119,079	122,799	126,520	130,241	133,962	137,683	141,404	145,125
15	131,315	135,692	140,069	144,446	148,823	153,201	157,578	161,955	166,332	170,709

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/>

**SALARY TABLE 2021-LV**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.68%**  
**FOR THE LOCALITY PAY AREA OF LAS VEGAS-HENDERSON, NV-AZ**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,228	\$ 24,007	\$ 24,779	\$ 25,547	\$ 26,319	\$ 26,771	\$ 27,535	\$ 28,304	\$ 28,335	\$ 29,055
2	26,118	26,739	27,604	28,335	28,654	29,496	30,339	31,182	32,024	32,867
3	28,497	29,447	30,397	31,346	32,296	33,246	34,195	35,145	36,095	37,044
4	31,990	33,056	34,122	35,189	36,255	37,321	38,387	39,453	40,520	41,586
5	35,791	36,984	38,178	39,371	40,564	41,758	42,951	44,144	45,337	46,531
6	39,897	41,227	42,557	43,886	45,216	46,546	47,876	49,206	50,535	51,865
7	44,335	45,813	47,291	48,769	50,247	51,725	53,203	54,681	56,159	57,637
8	49,100	50,737	52,373	54,010	55,647	57,284	58,921	60,558	62,195	63,832
9	54,230	56,038	57,846	59,653	61,461	63,268	65,076	66,883	68,691	70,499
10	59,720	61,711	63,703	65,694	67,685	69,676	71,667	73,658	75,649	77,641
11	65,614	67,801	69,989	72,177	74,364	76,552	78,740	80,927	83,115	85,303
12	78,644	81,266	83,888	86,510	89,132	91,754	94,376	96,998	99,620	102,242
13	93,518	96,635	99,753	102,870	105,987	109,105	112,222	115,339	118,457	121,574
14	110,510	114,193	117,877	121,560	125,243	128,927	132,610	136,293	139,977	143,660
15	129,989	134,322	138,655	142,988	147,321	151,654	155,987	160,320	164,653	168,986

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/>

**SALARY TABLE 2021-LA**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.41%**  
**FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,135	\$ 27,012	\$ 27,880	\$ 28,745	\$ 29,613	\$ 30,122	\$ 30,981	\$ 31,847	\$ 31,882	\$ 32,692
2	29,387	30,086	31,059	31,882	32,241	33,189	34,137	35,085	36,033	36,981
3	32,064	33,133	34,202	35,270	36,339	37,407	38,476	39,544	40,613	41,681
4	35,994	37,194	38,394	39,593	40,793	41,993	43,192	44,392	45,591	46,791
5	40,271	41,614	42,956	44,299	45,642	46,984	48,327	49,670	51,012	52,355
6	44,891	46,387	47,883	49,380	50,876	52,372	53,868	55,365	56,861	58,357
7	49,884	51,547	53,210	54,873	56,536	58,199	59,863	61,526	63,189	64,852
8	55,245	57,087	58,929	60,771	62,613	64,455	66,296	68,138	69,980	71,822
9	61,019	63,052	65,086	67,120	69,154	71,188	73,221	75,255	77,289	79,323
10	67,195	69,436	71,676	73,917	76,157	78,397	80,638	82,878	85,118	87,359
11	73,827	76,288	78,750	81,211	83,673	86,134	88,596	91,057	93,519	95,980
12	88,488	91,438	94,388	97,339	100,289	103,239	106,189	109,139	112,089	115,039
13	105,224	108,731	112,239	115,746	119,254	122,761	126,269	129,776	133,284	136,791
14	124,342	128,487	132,631	136,776	140,920	145,064	149,209	153,353	157,498	161,642
15	146,260	151,135	156,011	160,886	165,761	170,637	172,500 *	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-MFL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.51%**  
**FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,378	\$ 25,196	\$ 26,006	\$ 26,813	\$ 27,623	\$ 28,097	\$ 28,899	\$ 29,707	\$ 29,739	\$ 30,495
2	27,412	28,064	28,972	29,739	30,073	30,958	31,842	32,726	33,611	34,495
3	29,909	30,906	31,903	32,899	33,896	34,893	35,890	36,886	37,883	38,880
4	33,575	34,694	35,813	36,932	38,051	39,170	40,289	41,408	42,527	43,646
5	37,564	38,817	40,069	41,322	42,574	43,826	45,079	46,331	47,583	48,836
6	41,874	43,269	44,665	46,061	47,456	48,852	50,248	51,643	53,039	54,435
7	46,531	48,082	49,634	51,185	52,736	54,288	55,839	57,390	58,941	60,493
8	51,532	53,250	54,968	56,686	58,404	60,122	61,840	63,558	65,276	66,994
9	56,917	58,814	60,711	62,608	64,506	66,403	68,300	70,197	72,094	73,991
10	62,679	64,769	66,858	68,948	71,038	73,128	75,218	77,307	79,397	81,487
11	68,864	71,160	73,456	75,752	78,048	80,344	82,641	84,937	87,233	89,529
12	82,540	85,292	88,044	90,796	93,548	96,300	99,051	101,803	104,555	107,307
13	98,151	101,423	104,694	107,966	111,238	114,510	117,782	121,053	124,325	127,597
14	115,985	119,850	123,716	127,582	131,448	135,314	139,180	143,046	146,911	150,777
15	136,429	140,977	145,524	150,072	154,620	159,167	163,715	168,263	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>



**SALARY TABLE 2021-MIL**  
**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,875	\$ 24,676	\$ 25,469	\$ 26,259	\$ 27,053	\$ 27,517	\$ 28,302	\$ 29,093	\$ 29,125	\$ 29,865
2	26,846	27,485	28,374	29,125	29,453	30,319	31,185	32,051	32,917	33,783
3	29,292	30,268	31,244	32,220	33,196	34,172	35,149	36,125	37,101	38,077
4	32,882	33,978	35,074	36,169	37,265	38,361	39,457	40,553	41,649	42,745
5	36,789	38,015	39,242	40,468	41,695	42,921	44,148	45,375	46,601	47,828
6	41,009	42,376	43,743	45,110	46,476	47,843	49,210	50,577	51,944	53,311
7	45,570	47,090	48,609	50,128	51,648	53,167	54,686	56,205	57,725	59,244
8	50,468	52,151	53,833	55,516	57,198	58,881	60,563	62,246	63,929	65,611
9	55,742	57,600	59,458	61,316	63,174	65,032	66,890	68,748	70,606	72,464
10	61,385	63,431	65,478	67,525	69,571	71,618	73,665	75,711	77,758	79,805
11	67,442	69,691	71,940	74,188	76,437	78,686	80,934	83,183	85,432	87,680
12	80,836	83,531	86,226	88,921	91,616	94,311	97,006	99,701	102,396	105,091
13	96,124	99,329	102,533	105,737	108,941	112,146	115,350	118,554	121,758	124,963
14	113,590	117,376	121,162	124,948	128,734	132,520	136,306	140,092	143,878	147,664
15	133,612	138,066	142,520	146,974	151,427	155,881	160,335	164,789	169,242	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-MSP**  
**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,605	\$ 25,431	\$ 26,248	\$ 27,062	\$ 27,880	\$ 28,359	\$ 29,168	\$ 29,983	\$ 30,016	\$ 30,779
2	27,667	28,325	29,241	30,016	30,353	31,246	32,139	33,031	33,924	34,816
3	30,188	31,194	32,200	33,206	34,212	35,218	36,224	37,230	38,236	39,242
4	33,888	35,017	36,146	37,276	38,405	39,535	40,664	41,794	42,923	44,052
5	37,914	39,178	40,442	41,706	42,970	44,234	45,498	46,762	48,027	49,291
6	42,263	43,672	45,081	46,489	47,898	49,307	50,715	52,124	53,533	54,941
7	46,964	48,530	50,096	51,662	53,227	54,793	56,359	57,925	59,490	61,056
8	52,012	53,746	55,480	57,214	58,948	60,682	62,416	64,150	65,884	67,618
9	57,447	59,362	61,277	63,191	65,106	67,021	68,936	70,851	72,765	74,680
10	63,262	65,372	67,481	69,590	71,699	73,809	75,918	78,027	80,136	82,246
11	69,505	71,823	74,140	76,458	78,775	81,093	83,410	85,727	88,045	90,362
12	83,309	86,086	88,864	91,641	94,419	97,196	99,974	102,751	105,528	108,306
13	99,065	102,367	105,669	108,972	112,274	115,576	118,878	122,181	125,483	128,785
14	117,064	120,966	124,868	128,770	132,672	136,574	140,476	144,377	148,279	152,181
15	137,699	142,289	146,879	151,469	156,059	160,649	165,239	169,829	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-NY**  
**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,445	\$ 27,332	\$ 28,211	\$ 29,086	\$ 29,965	\$ 30,479	\$ 31,349	\$ 32,225	\$ 32,260	\$ 33,080
2	29,736	30,443	31,428	32,260	32,623	33,582	34,541	35,501	36,460	37,419
3	32,445	33,526	34,607	35,688	36,769	37,851	38,932	40,013	41,094	42,176
4	36,421	37,635	38,849	40,063	41,277	42,490	43,704	44,918	46,132	47,346
5	40,749	42,107	43,466	44,824	46,183	47,541	48,900	50,259	51,617	52,976
6	45,423	46,937	48,451	49,965	51,479	52,993	54,507	56,021	57,535	59,049
7	50,476	52,158	53,841	55,524	57,207	58,890	60,572	62,255	63,938	65,621
8	55,900	57,764	59,628	61,491	63,355	65,219	67,082	68,946	70,810	72,673
9	61,742	63,800	65,858	67,916	69,974	72,032	74,090	76,148	78,205	80,263
10	67,992	70,259	72,526	74,793	77,060	79,327	81,594	83,861	86,128	88,395
11	74,702	77,193	79,683	82,174	84,665	87,155	89,646	92,137	94,627	97,118
12	89,537	92,523	95,508	98,493	101,478	104,463	107,448	110,433	113,418	116,403
13	106,471	110,020	113,569	117,119	120,668	124,217	127,766	131,315	134,864	138,413
14	125,817	130,010	134,204	138,397	142,591	146,784	150,978	155,172	159,365	163,559
15	147,994	152,927	157,861	162,794	167,727	172,500 *	172,500 *	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-OM**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.33%**  
**FOR THE LOCALITY PAY AREA OF OMAHA-COUNCIL BLUFFS-FREMONT, NE-IA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,961	\$ 23,731	\$ 24,494	\$ 25,254	\$ 26,017	\$ 26,464	\$ 27,219	\$ 27,980	\$ 28,010	\$ 28,722
2	25,818	26,433	27,288	28,010	28,325	29,158	29,991	30,824	31,657	32,490
3	28,170	29,109	30,048	30,987	31,926	32,864	33,803	34,742	35,681	36,620
4	31,623	32,677	33,731	34,785	35,839	36,893	37,947	39,001	40,055	41,109
5	35,381	36,560	37,740	38,919	40,099	41,279	42,458	43,638	44,817	45,997
6	39,439	40,754	42,068	43,383	44,697	46,012	47,327	48,641	49,956	51,270
7	43,826	45,287	46,748	48,209	49,671	51,132	52,593	54,054	55,515	56,976
8	48,536	50,155	51,773	53,391	55,009	56,627	58,245	59,863	61,482	63,100
9	53,608	55,395	57,182	58,969	60,756	62,542	64,329	66,116	67,903	69,690
10	59,035	61,003	62,972	64,940	66,908	68,877	70,845	72,813	74,782	76,750
11	64,861	67,024	69,186	71,349	73,511	75,674	77,836	79,999	82,162	84,324
12	77,742	80,334	82,926	85,518	88,110	90,701	93,293	95,885	98,477	101,069
13	92,445	95,527	98,608	101,690	104,771	107,853	110,935	114,016	117,098	120,179
14	109,242	112,883	116,524	120,165	123,807	127,448	131,089	134,730	138,371	142,012
15	128,498	132,781	137,065	141,348	145,631	149,914	154,198	158,481	162,764	167,048

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/>

**SALARY TABLE 2021-PB**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.73%**  
**FOR THE LOCALITY PAY AREA OF PALM BAY-MELBOURNE-TITUSVILLE, FL**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,040	\$ 23,813	\$ 24,579	\$ 25,341	\$ 26,107	\$ 26,555	\$ 27,312	\$ 28,076	\$ 28,106	\$ 28,821
2	25,907	26,523	27,381	28,106	28,423	29,258	30,094	30,930	31,766	32,602
3	28,267	29,209	30,151	31,093	32,035	32,977	33,919	34,861	35,803	36,745
4	31,732	32,789	33,847	34,905	35,962	37,020	38,077	39,135	40,192	41,250
5	35,502	36,686	37,870	39,053	40,237	41,420	42,604	43,788	44,971	46,155
6	39,575	40,894	42,213	43,532	44,851	46,170	47,489	48,808	50,127	51,446
7	43,977	45,443	46,909	48,375	49,841	51,308	52,774	54,240	55,706	57,172
8	48,703	50,327	51,951	53,574	55,198	56,822	58,446	60,069	61,693	63,317
9	53,793	55,586	57,379	59,172	60,965	62,758	64,551	66,343	68,136	69,929
10	59,238	61,213	63,188	65,163	67,138	69,113	71,089	73,064	75,039	77,014
11	65,084	67,254	69,424	71,594	73,764	75,934	78,104	80,274	82,444	84,614
12	78,009	80,610	83,211	85,812	88,412	91,013	93,614	96,215	98,815	101,416
13	92,763	95,855	98,947	102,040	105,132	108,224	111,316	114,408	117,500	120,593
14	109,618	113,271	116,925	120,579	124,232	127,886	131,540	135,193	138,847	142,500
15	128,940	133,238	137,536	141,834	146,132	150,430	154,728	159,026	163,324	167,622

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/>

**SALARY TABLE 2021-PHL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.04%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,878	\$ 25,712	\$ 26,539	\$ 27,362	\$ 28,189	\$ 28,673	\$ 29,491	\$ 30,315	\$ 30,348	\$ 31,119
2	27,973	28,639	29,565	30,348	30,689	31,592	32,494	33,397	34,299	35,202
3	30,522	31,539	32,556	33,573	34,590	35,608	36,625	37,642	38,659	39,676
4	34,263	35,405	36,547	37,688	38,830	39,972	41,114	42,256	43,398	44,540
5	38,334	39,612	40,890	42,168	43,446	44,724	46,002	47,280	48,558	49,836
6	42,731	44,156	45,580	47,004	48,428	49,853	51,277	52,701	54,125	55,550
7	47,484	49,067	50,650	52,233	53,817	55,400	56,983	58,566	60,149	61,732
8	52,588	54,341	56,094	57,847	59,601	61,354	63,107	64,860	66,613	68,367
9	58,083	60,019	61,955	63,891	65,827	67,763	69,699	71,635	73,571	75,507
10	63,963	66,095	68,228	70,361	72,493	74,626	76,758	78,891	81,024	83,156
11	70,275	72,618	74,961	77,304	79,647	81,990	84,333	86,676	89,020	91,363
12	84,231	87,039	89,848	92,656	95,464	98,272	101,080	103,888	106,697	109,505
13	100,161	103,500	106,839	110,178	113,517	116,855	120,194	123,533	126,872	130,211
14	118,360	122,305	126,250	130,196	134,141	138,086	142,031	145,976	149,921	153,866
15	139,224	143,865	148,505	153,146	157,787	162,428	167,069	171,709	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-PX**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.12%**  
**FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,709	\$ 24,504	\$ 25,292	\$ 26,077	\$ 26,865	\$ 27,326	\$ 28,106	\$ 28,891	\$ 28,922	\$ 29,658
2	26,659	27,294	28,177	28,922	29,248	30,108	30,968	31,828	32,688	33,548
3	29,088	30,058	31,027	31,996	32,966	33,935	34,904	35,874	36,843	37,813
4	32,653	33,742	34,830	35,918	37,007	38,095	39,183	40,271	41,360	42,448
5	36,533	37,751	38,969	40,187	41,405	42,623	43,841	45,059	46,277	47,495
6	40,724	42,082	43,439	44,796	46,154	47,511	48,868	50,226	51,583	52,940
7	45,254	46,763	48,271	49,780	51,289	52,798	54,306	55,815	57,324	58,832
8	50,118	51,789	53,459	55,130	56,801	58,472	60,143	61,814	63,485	65,155
9	55,355	57,200	59,045	60,890	62,735	64,580	66,425	68,270	70,115	71,960
10	60,958	62,991	65,023	67,056	69,088	71,121	73,153	75,186	77,218	79,250
11	66,974	69,207	71,440	73,673	75,906	78,139	80,372	82,605	84,838	87,071
12	80,275	82,951	85,628	88,304	90,980	93,656	96,333	99,009	101,685	104,361
13	95,457	98,639	101,821	105,003	108,185	111,367	114,549	117,731	120,913	124,095
14	112,801	116,561	120,321	124,080	127,840	131,600	135,360	139,119	142,879	146,639
15	132,685	137,107	141,530	145,953	150,376	154,799	159,221	163,644	168,067	172,490

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/>

**SALARY TABLE 2021-PIT**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.40%**  
**FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,567	\$ 24,358	\$ 25,141	\$ 25,921	\$ 26,704	\$ 27,162	\$ 27,937	\$ 28,718	\$ 28,749	\$ 29,480
2	26,500	27,130	28,008	28,749	29,073	29,928	30,783	31,637	32,492	33,347
3	28,914	29,877	30,841	31,805	32,768	33,732	34,695	35,659	36,622	37,586
4	32,458	33,539	34,621	35,703	36,785	37,867	38,948	40,030	41,112	42,194
5	36,314	37,525	38,736	39,946	41,157	42,368	43,579	44,789	46,000	47,211
6	40,480	41,829	43,179	44,528	45,877	47,226	48,576	49,925	51,274	52,623
7	44,983	46,482	47,982	49,482	50,981	52,481	53,981	55,480	56,980	58,480
8	49,817	51,478	53,139	54,800	56,461	58,122	59,782	61,443	63,104	64,765
9	55,023	56,857	58,691	60,525	62,359	64,193	66,027	67,861	69,695	71,529
10	60,593	62,613	64,634	66,654	68,674	70,694	72,715	74,735	76,755	78,775
11	66,573	68,792	71,012	73,232	75,451	77,671	79,891	82,110	84,330	86,549
12	79,794	82,454	85,114	87,775	90,435	93,095	95,755	98,415	101,076	103,736
13	94,885	98,048	101,211	104,374	107,536	110,699	113,862	117,025	120,188	123,351
14	112,125	115,862	119,599	123,337	127,074	130,811	134,548	138,285	142,023	145,760
15	131,889	136,286	140,682	145,078	149,474	153,871	158,267	162,663	167,060	171,456

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/>



**SALARY TABLE 2021-POR**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.74%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,424	\$ 25,243	\$ 26,055	\$ 26,863	\$ 27,674	\$ 28,150	\$ 28,953	\$ 29,762	\$ 29,794	\$ 30,551
2	27,463	28,116	29,026	29,794	30,129	31,015	31,901	32,787	33,673	34,559
3	29,965	30,963	31,962	32,961	33,959	34,958	35,956	36,955	37,954	38,952
4	33,637	34,759	35,880	37,001	38,122	39,243	40,364	41,485	42,606	43,727
5	37,634	38,889	40,144	41,398	42,653	43,908	45,163	46,417	47,672	48,927
6	41,952	43,350	44,748	46,146	47,545	48,943	50,341	51,739	53,138	54,536
7	46,618	48,172	49,726	51,280	52,835	54,389	55,943	57,497	59,051	60,605
8	51,628	53,349	55,070	56,792	58,513	60,234	61,955	63,677	65,398	67,119
9	57,023	58,924	60,824	62,725	64,626	66,526	68,427	70,328	72,228	74,129
10	62,796	64,889	66,983	69,077	71,170	73,264	75,358	77,451	79,545	81,639
11	68,992	71,293	73,593	75,893	78,194	80,494	82,794	85,095	87,395	89,695
12	82,694	85,451	88,208	90,965	93,722	96,479	99,236	101,993	104,750	107,507
13	98,334	101,612	104,889	108,167	111,445	114,723	118,001	121,279	124,557	127,835
14	116,201	120,074	123,947	127,820	131,693	135,566	139,439	143,312	147,185	151,058
15	136,683	141,239	145,795	150,352	154,908	159,464	164,020	168,576	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-RA**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.49%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,782	\$ 24,580	\$ 25,370	\$ 26,157	\$ 26,948	\$ 27,410	\$ 28,192	\$ 28,980	\$ 29,012	\$ 29,749
2	26,742	27,378	28,263	29,012	29,338	30,201	31,064	31,926	32,789	33,652
3	29,178	30,150	31,123	32,095	33,067	34,040	35,012	35,984	36,957	37,929
4	32,754	33,846	34,937	36,029	37,121	38,212	39,304	40,395	41,487	42,579
5	36,646	37,868	39,089	40,311	41,533	42,755	43,976	45,198	46,420	47,642
6	40,850	42,211	43,573	44,934	46,296	47,657	49,019	50,380	51,742	53,104
7	45,393	46,907	48,420	49,933	51,447	52,960	54,474	55,987	57,500	59,014
8	50,272	51,948	53,624	55,300	56,976	58,652	60,328	62,004	63,680	65,356
9	55,525	57,376	59,227	61,078	62,928	64,779	66,630	68,480	70,331	72,182
10	61,146	63,185	65,224	67,262	69,301	71,340	73,378	75,417	77,456	79,494
11	67,180	69,420	71,660	73,900	76,140	78,380	80,620	82,860	85,100	87,340
12	80,522	83,207	85,891	88,576	91,260	93,945	96,629	99,314	101,998	104,683
13	95,751	98,943	102,135	105,326	108,518	111,710	114,902	118,093	121,285	124,477
14	113,149	116,920	120,691	124,463	128,234	132,005	135,777	139,548	143,319	147,091
15	133,093	137,530	141,966	146,403	150,839	155,275	159,712	164,148	168,585	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-RCH**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,676	\$ 24,470	\$ 25,257	\$ 26,040	\$ 26,827	\$ 27,287	\$ 28,066	\$ 28,850	\$ 28,882	\$ 29,616
2	26,622	27,255	28,137	28,882	29,207	30,065	30,924	31,783	32,642	33,501
3	29,047	30,015	30,983	31,951	32,919	33,887	34,855	35,823	36,791	37,759
4	32,607	33,694	34,781	35,867	36,954	38,041	39,128	40,214	41,301	42,388
5	36,482	37,698	38,914	40,130	41,347	42,563	43,779	44,996	46,212	47,428
6	40,667	42,022	43,378	44,733	46,088	47,444	48,799	50,155	51,510	52,866
7	45,190	46,697	48,203	49,710	51,216	52,723	54,229	55,736	57,243	58,749
8	50,047	51,715	53,384	55,052	56,721	58,389	60,058	61,726	63,395	65,063
9	55,277	57,119	58,961	60,804	62,646	64,489	66,331	68,174	70,016	71,858
10	60,872	62,902	64,931	66,961	68,990	71,020	73,050	75,079	77,109	79,138
11	66,879	69,109	71,339	73,569	75,799	78,029	80,259	82,488	84,718	86,948
12	80,161	82,834	85,506	88,179	90,851	93,524	96,196	98,869	101,541	104,214
13	95,322	98,499	101,677	104,854	108,032	111,209	114,387	117,564	120,742	123,919
14	112,641	116,396	120,150	123,905	127,659	131,414	135,168	138,922	142,677	146,431
15	132,497	136,913	141,330	145,746	150,163	154,580	158,996	163,413	167,829	172,246

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/>

**SALARY TABLE 2021-SAC**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.37%**  
**FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,943	\$ 25,779	\$ 26,608	\$ 27,434	\$ 28,263	\$ 28,748	\$ 29,568	\$ 30,395	\$ 30,427	\$ 31,201
2	28,047	28,714	29,643	30,427	30,770	31,675	32,579	33,484	34,389	35,294
3	30,602	31,622	32,641	33,661	34,681	35,701	36,721	37,740	38,760	39,780
4	34,352	35,497	36,642	37,787	38,932	40,077	41,222	42,367	43,512	44,657
5	38,434	39,716	40,997	42,278	43,560	44,841	46,123	47,404	48,685	49,967
6	42,843	44,271	45,699	47,127	48,555	49,983	51,411	52,839	54,267	55,695
7	47,609	49,196	50,783	52,370	53,957	55,545	57,132	58,719	60,306	61,893
8	52,725	54,483	56,241	57,999	59,757	61,514	63,272	65,030	66,788	68,546
9	58,235	60,176	62,117	64,058	65,999	67,940	69,881	71,822	73,763	75,704
10	64,130	66,268	68,407	70,545	72,683	74,821	76,959	79,098	81,236	83,374
11	70,459	72,808	75,157	77,507	79,856	82,205	84,554	86,903	89,253	91,602
12	84,452	87,267	90,083	92,898	95,714	98,529	101,345	104,160	106,976	109,792
13	100,424	103,771	107,119	110,466	113,814	117,161	120,509	123,857	127,204	130,552
14	118,670	122,626	126,581	130,536	134,492	138,447	142,403	146,358	150,313	154,269
15	139,588	144,241	148,894	153,547	158,200	162,853	167,506	172,159	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-SO**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.77%**  
**FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,048	\$ 23,821	\$ 24,587	\$ 25,350	\$ 26,116	\$ 26,564	\$ 27,322	\$ 28,086	\$ 28,116	\$ 28,831
2	25,916	26,532	27,391	28,116	28,432	29,268	30,104	30,941	31,777	32,613
3	28,277	29,219	30,162	31,104	32,046	32,989	33,931	34,873	35,816	36,758
4	31,743	32,801	33,859	34,917	35,975	37,032	38,090	39,148	40,206	41,264
5	35,514	36,698	37,883	39,067	40,251	41,435	42,619	43,803	44,987	46,171
6	39,589	40,908	42,228	43,547	44,867	46,186	47,506	48,825	50,145	51,464
7	43,992	45,459	46,925	48,392	49,858	51,325	52,792	54,258	55,725	57,192
8	48,720	50,344	51,968	53,593	55,217	56,841	58,466	60,090	61,714	63,338
9	53,811	55,605	57,398	59,192	60,985	62,779	64,573	66,366	68,160	69,953
10	59,258	61,234	63,210	65,186	67,161	69,137	71,113	73,089	75,064	77,040
11	65,106	67,277	69,448	71,619	73,789	75,960	78,131	80,302	82,472	84,643
12	78,036	80,638	83,239	85,841	88,443	91,044	93,646	96,248	98,849	101,451
13	92,795	95,888	98,981	102,074	105,168	108,261	111,354	114,447	117,541	120,634
14	109,655	113,310	116,965	120,620	124,275	127,930	131,585	135,240	138,894	142,549
15	128,984	133,284	137,583	141,883	146,182	150,481	154,781	159,080	163,380	167,679

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/>

**SALARY TABLE 2021-SD**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.77%**  
**FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,614	\$ 26,473	\$ 27,324	\$ 28,172	\$ 29,023	\$ 29,521	\$ 30,364	\$ 31,212	\$ 31,246	\$ 32,040
2	28,801	29,486	30,440	31,246	31,598	32,527	33,456	34,385	35,314	36,243
3	31,425	32,472	33,520	34,567	35,614	36,661	37,709	38,756	39,803	40,850
4	35,277	36,452	37,628	38,804	39,980	41,155	42,331	43,507	44,682	45,858
5	39,468	40,784	42,100	43,416	44,732	46,048	47,363	48,679	49,995	51,311
6	43,996	45,462	46,929	48,395	49,862	51,328	52,794	54,261	55,727	57,194
7	48,890	50,519	52,149	53,779	55,409	57,039	58,669	60,299	61,929	63,559
8	54,144	55,949	57,754	59,559	61,364	63,169	64,975	66,780	68,585	70,390
9	59,802	61,795	63,788	65,782	67,775	69,768	71,762	73,755	75,748	77,741
10	65,856	68,051	70,247	72,443	74,639	76,834	79,030	81,226	83,421	85,617
11	72,355	74,767	77,179	79,592	82,004	84,417	86,829	89,242	91,654	94,066
12	86,724	89,615	92,507	95,398	98,289	101,180	104,072	106,963	109,854	112,745
13	103,126	106,563	110,001	113,438	116,876	120,314	123,751	127,189	130,626	134,064
14	121,863	125,925	129,987	134,049	138,110	142,172	146,234	150,296	154,358	158,419
15	143,344	148,122	152,900	157,678	162,456	167,235	172,013	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-SF**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 41.44%**  
**FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,917	\$ 28,854	\$ 29,782	\$ 30,705	\$ 31,633	\$ 32,176	\$ 33,094	\$ 34,019	\$ 34,056	\$ 34,922
2	31,391	32,138	33,178	34,056	34,439	35,452	36,465	37,477	38,490	39,503
3	34,251	35,393	36,534	37,675	38,817	39,958	41,100	42,241	43,382	44,524
4	38,449	39,730	41,012	42,293	43,575	44,856	46,138	47,419	48,701	49,982
5	43,018	44,452	45,886	47,320	48,754	50,189	51,623	53,057	54,491	55,925
6	47,952	49,551	51,149	52,747	54,345	55,944	57,542	59,140	60,739	62,337
7	53,286	55,063	56,839	58,616	60,392	62,169	63,945	65,722	67,498	69,274
8	59,013	60,980	62,948	64,915	66,883	68,850	70,818	72,785	74,752	76,720
9	65,180	67,352	69,525	71,697	73,870	76,042	78,215	80,387	82,560	84,732
10	71,778	74,171	76,564	78,957	81,351	83,744	86,137	88,530	90,923	93,316
11	78,861	81,491	84,120	86,749	89,379	92,008	94,638	97,267	99,896	102,526
12	94,523	97,674	100,826	103,977	107,128	110,279	113,431	116,582	119,733	122,884
13	112,400	116,146	119,893	123,640	127,387	131,133	134,880	138,627	142,374	146,120
14	132,822	137,249	141,676	146,103	150,530	154,957	159,384	163,812	168,239	172,500 *
15	156,235	161,442	166,650	171,858	172,500 *	172,500 *	172,500 *	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-SEA**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.02%**  
**FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,071	\$ 25,912	\$ 26,745	\$ 27,575	\$ 28,408	\$ 28,896	\$ 29,720	\$ 30,551	\$ 30,584	\$ 31,361
2	28,191	28,861	29,795	30,584	30,928	31,838	32,747	33,656	34,566	35,475
3	30,759	31,784	32,809	33,834	34,859	35,884	36,909	37,935	38,960	39,985
4	34,529	35,680	36,831	37,982	39,132	40,283	41,434	42,585	43,736	44,886
5	38,632	39,920	41,208	42,496	43,784	45,072	46,360	47,648	48,936	50,224
6	43,064	44,499	45,934	47,370	48,805	50,240	51,676	53,111	54,546	55,982
7	47,854	49,449	51,044	52,640	54,235	55,830	57,426	59,021	60,616	62,212
8	52,997	54,763	56,530	58,297	60,064	61,831	63,598	65,364	67,131	68,898
9	58,535	60,486	62,437	64,388	66,339	68,290	70,241	72,192	74,143	76,094
10	64,460	66,609	68,758	70,908	73,057	75,206	77,355	79,504	81,654	83,803
11	70,821	73,183	75,544	77,905	80,266	82,628	84,989	87,350	89,712	92,073
12	84,886	87,716	90,546	93,376	96,206	99,036	101,866	104,696	107,526	110,356
13	100,940	104,305	107,670	111,035	114,399	117,764	121,129	124,494	127,858	131,223
14	119,281	123,256	127,232	131,208	135,184	139,159	143,135	147,111	151,086	155,062
15	140,306	144,983	149,660	154,337	159,014	163,691	168,368	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>



**SALARY TABLE 2021-SL**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.65%**  
**FOR THE LOCALITY PAY AREA OF ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,222	\$ 24,001	\$ 24,772	\$ 25,541	\$ 26,312	\$ 26,764	\$ 27,528	\$ 28,297	\$ 28,328	\$ 29,048
2	26,111	26,732	27,597	28,328	28,647	29,489	30,331	31,174	32,016	32,858
3	28,490	29,440	30,389	31,338	32,288	33,237	34,187	35,136	36,086	37,035
4	31,982	33,048	34,114	35,180	36,246	37,312	38,377	39,443	40,509	41,575
5	35,782	36,975	38,168	39,361	40,554	41,747	42,940	44,133	45,326	46,519
6	39,887	41,216	42,546	43,875	45,205	46,534	47,864	49,193	50,522	51,852
7	44,323	45,801	47,279	48,757	50,234	51,712	53,190	54,667	56,145	57,623
8	49,087	50,724	52,360	53,997	55,633	57,270	58,906	60,543	62,179	63,816
9	54,217	56,024	57,831	59,638	61,445	63,252	65,059	66,866	68,673	70,481
10	59,705	61,696	63,686	65,677	67,668	69,658	71,649	73,639	75,630	77,621
11	65,597	67,784	69,971	72,158	74,345	76,533	78,720	80,907	83,094	85,281
12	78,624	81,246	83,867	86,488	89,109	91,731	94,352	96,973	99,594	102,215
13	93,494	96,611	99,727	102,844	105,960	109,077	112,193	115,310	118,426	121,543
14	110,482	114,164	117,846	121,529	125,211	128,894	132,576	136,259	139,941	143,624
15	129,956	134,288	138,620	142,952	147,284	151,616	155,947	160,279	164,611	168,943

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/>

**SALARY TABLE 2021-TU**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.19%**  
**FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,131	\$ 23,907	\$ 24,676	\$ 25,441	\$ 26,210	\$ 26,660	\$ 27,420	\$ 28,187	\$ 28,217	\$ 28,934
2	26,009	26,628	27,489	28,217	28,535	29,374	30,213	31,052	31,891	32,730
3	28,379	29,324	30,270	31,216	32,162	33,107	34,053	34,999	35,945	36,890
4	31,857	32,919	33,980	35,042	36,104	37,166	38,227	39,289	40,351	41,413
5	35,642	36,830	38,019	39,207	40,395	41,584	42,772	43,960	45,149	46,337
6	39,731	41,055	42,379	43,704	45,028	46,352	47,676	49,001	50,325	51,649
7	44,150	45,622	47,094	48,566	50,038	51,510	52,982	54,454	55,925	57,397
8	48,895	50,525	52,155	53,786	55,416	57,046	58,676	60,306	61,936	63,566
9	54,005	55,805	57,605	59,405	61,205	63,005	64,805	66,605	68,405	70,205
10	59,472	61,454	63,437	65,420	67,403	69,386	71,369	73,352	75,334	77,317
11	65,340	67,519	69,698	71,876	74,055	76,233	78,412	80,590	82,769	84,948
12	78,317	80,928	83,539	86,150	88,761	91,372	93,983	96,594	99,205	101,816
13	93,129	96,233	99,337	102,442	105,546	108,650	111,755	114,859	117,963	121,068
14	110,050	113,718	117,386	121,054	124,722	128,390	132,058	135,726	139,394	143,062
15	129,448	133,763	138,078	142,393	146,708	151,023	155,338	159,653	163,968	168,282

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/>

**SALARY TABLE 2021-VB**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.51%**  
**FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,997	\$ 23,768	\$ 24,532	\$ 25,293	\$ 26,057	\$ 26,505	\$ 27,261	\$ 28,023	\$ 28,053	\$ 28,766
2	25,858	26,473	27,330	28,053	28,369	29,203	30,037	30,872	31,706	32,540
3	28,214	29,154	30,095	31,035	31,975	32,915	33,855	34,796	35,736	36,676
4	31,672	32,728	33,783	34,839	35,894	36,950	38,006	39,061	40,117	41,172
5	35,435	36,617	37,798	38,980	40,161	41,342	42,524	43,705	44,887	46,068
6	39,500	40,817	42,134	43,450	44,767	46,083	47,400	48,716	50,033	51,349
7	43,894	45,357	46,821	48,284	49,747	51,211	52,674	54,138	55,601	57,064
8	48,611	50,232	51,853	53,473	55,094	56,715	58,335	59,956	61,577	63,197
9	53,691	55,481	57,270	59,060	60,850	62,639	64,429	66,218	68,008	69,798
10	59,126	61,098	63,069	65,041	67,012	68,983	70,955	72,926	74,897	76,869
11	64,961	67,127	69,293	71,459	73,625	75,791	77,957	80,123	82,289	84,455
12	77,862	80,458	83,054	85,650	88,246	90,842	93,438	96,033	98,629	101,225
13	92,588	95,675	98,761	101,847	104,934	108,020	111,106	114,193	117,279	120,365
14	109,411	113,058	116,705	120,351	123,998	127,645	131,292	134,938	138,585	142,232
15	128,697	132,987	137,277	141,567	145,857	150,146	154,436	158,726	163,016	167,306

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/>

**SALARY TABLE 2021-DCB**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.48%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,754	\$ 26,618	\$ 27,474	\$ 28,326	\$ 29,182	\$ 29,683	\$ 30,530	\$ 31,383	\$ 31,417	\$ 32,216
2	28,959	29,648	30,607	31,417	31,771	32,705	33,639	34,573	35,508	36,442
3	31,597	32,650	33,703	34,756	35,809	36,862	37,915	38,968	40,021	41,074
4	35,470	36,652	37,834	39,016	40,198	41,380	42,563	43,745	44,927	46,109
5	39,684	41,007	42,330	43,653	44,976	46,300	47,623	48,946	50,269	51,592
6	44,237	45,711	47,185	48,660	50,134	51,609	53,083	54,558	56,032	57,506
7	49,157	50,796	52,435	54,074	55,712	57,351	58,990	60,629	62,268	63,906
8	54,440	56,255	58,070	59,885	61,700	63,515	65,330	67,145	68,960	70,775
9	60,129	62,133	64,137	66,142	68,146	70,150	72,154	74,158	76,162	78,167
10	66,216	68,424	70,631	72,839	75,047	77,255	79,462	81,670	83,878	86,085
11	72,750	75,176	77,602	80,027	82,453	84,879	87,304	89,730	92,155	94,581
12	87,198	90,106	93,013	95,920	98,827	101,734	104,641	107,548	110,455	113,362
13	103,690	107,146	110,603	114,059	117,516	120,972	124,428	127,885	131,341	134,798
14	122,530	126,614	130,698	134,782	138,866	142,950	147,034	151,118	155,202	159,286
15	144,128	148,932	153,737	158,541	163,345	168,150	172,500 *	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-RUS**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.95%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,886	\$ 23,654	\$ 24,414	\$ 25,172	\$ 25,932	\$ 26,377	\$ 27,130	\$ 27,888	\$ 27,918	\$ 28,628
2	25,734	26,346	27,198	27,918	28,233	29,063	29,893	30,723	31,553	32,384
3	28,078	29,014	29,950	30,886	31,821	32,757	33,693	34,628	35,564	36,500
4	31,520	32,570	33,621	34,671	35,722	36,772	37,823	38,873	39,924	40,974
5	35,265	36,441	37,616	38,792	39,968	41,144	42,319	43,495	44,671	45,847
6	39,311	40,621	41,931	43,241	44,551	45,862	47,172	48,482	49,792	51,103
7	43,683	45,139	46,596	48,052	49,508	50,965	52,421	53,877	55,334	56,790
8	48,378	49,991	51,604	53,216	54,829	56,442	58,055	59,668	61,281	62,894
9	53,433	55,214	56,995	58,776	60,557	62,338	64,119	65,900	67,681	69,462
10	58,842	60,804	62,766	64,728	66,690	68,652	70,614	72,575	74,537	76,499
11	64,649	66,805	68,960	71,116	73,271	75,427	77,582	79,738	81,893	84,049
12	77,488	80,072	82,655	85,238	87,822	90,405	92,988	95,572	98,155	100,739
13	92,143	95,215	98,286	101,358	104,429	107,501	110,572	113,644	116,715	119,787
14	108,885	112,514	116,144	119,773	123,402	127,031	130,661	134,290	137,919	141,548
15	128,078	132,348	136,617	140,886	145,155	149,425	153,694	157,963	162,233	166,502

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/>

**SALARY TABLE 2021-AK**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.67%**  
**STATE OF ALASKA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,594	\$ 26,453	\$ 27,303	\$ 28,150	\$ 29,001	\$ 29,499	\$ 30,340	\$ 31,188	\$ 31,222	\$ 32,016
2	28,779	29,464	30,417	31,222	31,573	32,502	33,430	34,359	35,287	36,216
3	31,401	32,447	33,494	34,540	35,587	36,633	37,680	38,726	39,772	40,819
4	35,249	36,424	37,599	38,774	39,949	41,124	42,298	43,473	44,648	45,823
5	39,438	40,753	42,068	43,382	44,697	46,012	47,327	48,642	49,957	51,272
6	43,962	45,427	46,893	48,358	49,823	51,288	52,754	54,219	55,684	57,149
7	48,852	50,481	52,109	53,738	55,366	56,995	58,624	60,252	61,881	63,510
8	54,102	55,906	57,710	59,513	61,317	63,121	64,924	66,728	68,532	70,336
9	59,756	61,748	63,739	65,731	67,723	69,714	71,706	73,698	75,690	77,681
10	65,805	67,999	70,193	72,387	74,581	76,775	78,969	81,163	83,357	85,551
11	72,299	74,709	77,120	79,531	81,941	84,352	86,762	89,173	91,583	93,994
12	86,657	89,546	92,435	95,324	98,213	101,102	103,991	106,880	109,770	112,659
13	103,046	106,481	109,916	113,351	116,786	120,221	123,656	127,091	130,526	133,961
14	121,769	125,828	129,887	133,945	138,004	142,063	146,121	150,180	154,239	158,297
15	143,233	148,008	152,782	157,557	162,331	167,106	171,880	172,500 *	172,500 *	172,500 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>

**SALARY TABLE 2021-HI**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.56%**  
**STATE OF HAWAII**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,599	\$ 24,390	\$ 25,175	\$ 25,955	\$ 26,740	\$ 27,199	\$ 27,975	\$ 28,757	\$ 28,788	\$ 29,519
2	26,535	27,166	28,045	28,788	29,112	29,968	30,824	31,680	32,536	33,392
3	28,953	29,917	30,882	31,847	32,812	33,777	34,742	35,707	36,671	37,636
4	32,501	33,584	34,668	35,751	36,834	37,917	39,000	40,084	41,167	42,250
5	36,363	37,575	38,788	40,000	41,212	42,425	43,637	44,849	46,062	47,274
6	40,534	41,885	43,236	44,588	45,939	47,290	48,641	49,992	51,343	52,694
7	45,043	46,545	48,046	49,548	51,050	52,551	54,053	55,555	57,056	58,558
8	49,884	51,547	53,210	54,873	56,536	58,199	59,862	61,526	63,189	64,852
9	55,097	56,933	58,770	60,606	62,443	64,279	66,115	67,952	69,788	71,625
10	60,674	62,697	64,720	66,743	68,766	70,789	72,812	74,835	76,858	78,881
11	66,662	68,884	71,107	73,330	75,552	77,775	79,998	82,220	84,443	86,665
12	79,901	82,565	85,228	87,892	90,556	93,220	95,884	98,547	101,211	103,875
13	95,012	98,179	101,346	104,513	107,681	110,848	114,015	117,182	120,349	123,516
14	112,275	116,017	119,760	123,502	127,244	130,986	134,729	138,471	142,213	145,955
15	132,066	136,468	140,870	145,273	149,675	154,077	158,479	162,881	167,284	171,686

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/>