

**SALARY TABLE 2021-BN (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**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**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step*

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 11.06	\$ 11.43	\$ 11.79	\$ 12.16	\$ 12.53	\$ 12.74	\$ 13.10	\$ 13.47	\$ 13.49	\$ 13.83
	O	16.59	17.15	17.69	18.24	18.80	19.11	19.65	20.21	20.24	20.75
2	B	12.43	12.73	13.14	13.49	13.64	14.04	14.44	14.84	15.24	15.64
	O	18.65	19.10	19.71	20.24	20.46	21.06	21.66	22.26	22.86	23.46
3	B	16.28	16.73	17.18	17.63	18.08	18.53	18.99	19.44	19.89	20.34
	O	24.42	25.10	25.77	26.45	27.12	27.80	28.49	29.16	29.84	30.51
4	B	18.27	18.78	19.29	19.79	20.30	20.81	21.31	21.82	22.33	22.84
	O	27.41	28.17	28.94	29.69	30.45	31.22	31.97	32.73	33.50	34.26
5	B	21.01	21.58	22.15	22.71	23.28	23.85	24.42	24.99	25.55	26.12
	O	31.52	32.37	33.23	34.07	34.92	35.78	36.63	37.49	38.33	39.18
6	B	22.15	22.79	23.42	24.05	24.68	25.32	25.95	26.58	27.22	27.85
	O	33.23	34.19	35.13	36.08	37.02	37.98	38.93	39.87	40.83	41.78
7	B	23.91	24.62	25.32	26.02	26.73	27.43	28.14	28.84	29.54	30.25
	O	35.87	36.93	37.98	39.03	40.10	41.15	42.21	43.26	44.06	44.06
8	B	24.93	25.71	26.48	27.26	28.04	28.82	29.60	30.38	31.16	31.94
	O	37.40	38.57	39.72	40.89	42.06	43.23	44.06	44.06	44.06	44.06
9	B	26.67	27.53	28.39	29.25	30.11	30.97	31.83	32.69	33.55	34.41
	O	40.01	41.30	42.59	43.88	44.06	44.06	44.06	44.06	44.06	44.06
10	B	29.37	30.32	31.27	32.21	33.16	34.11	35.06	36.00	36.95	37.90
	O	44.06	44.06	44.06	44.06	44.06	44.06	44.06	44.06	44.06	44.06
11	B	31.23	32.27	33.31	34.35	35.39	36.43	37.48	38.52	39.56	40.60
	O	44.06	44.06	44.06	44.06	44.06	44.06	44.06	44.06	44.06	44.06
12	B	37.43	38.68	39.93	41.17	42.42	43.67	44.92	46.17	47.41	48.66
	O	44.06	44.06	44.06	44.06	44.06	44.06	44.92	46.17	47.41	48.66
13	B	44.51	45.99	47.48	48.96	50.44	51.93	53.41	54.89	56.38	57.86
	O	44.51	45.99	47.48	48.96	50.44	51.93	53.41	54.89	56.38	57.86
14	B	52.60	54.35	56.10	57.86	59.61	61.36	63.11	64.87	66.62	68.37
	O	52.60	54.35	56.10	57.86	59.61	61.36	63.11	64.87	66.62	68.37
15	B	61.87	63.93	65.99	68.05	70.12	72.18	74.24	76.30	78.37	80.43
	O	61.87	63.93	65.99	68.05	70.12	72.18	74.24	76.30	78.37	80.43

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

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

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>