

**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**

*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	13.56	14.01	14.47	14.92	15.37	15.82	16.28	16.73	17.18	17.63
	O	20.34	21.02	21.71	22.38	23.06	23.73	24.42	25.10	25.77	26.45
4	B	15.23	15.73	16.24	16.75	17.25	17.76	18.27	18.78	19.29	19.79
	O	22.85	23.60	24.36	25.13	25.88	26.64	27.41	28.17	28.94	29.69
5	B	17.03	17.60	18.17	18.74	19.31	19.87	20.44	21.01	21.58	22.15
	O	25.55	26.40	27.26	28.11	28.97	29.81	30.66	31.52	32.37	33.23
6	B	18.99	19.62	20.25	20.89	21.52	22.15	22.79	23.42	24.05	24.68
	O	28.49	29.43	30.38	31.34	32.28	33.23	34.19	35.13	36.08	37.02
7	B	21.10	21.80	22.51	23.21	23.91	24.62	25.32	26.02	26.73	27.43
	O	31.65	32.70	33.77	34.82	35.87	36.93	37.98	39.03	40.10	41.15
8	B	23.37	24.15	24.93	25.71	26.48	27.26	28.04	28.82	29.60	30.38
	O	35.06	36.23	37.40	38.57	39.72	40.89	42.06	42.63	42.63	42.63
9	B	25.81	26.67	27.53	28.39	29.25	30.11	30.97	31.83	32.69	33.55
	O	38.72	40.01	41.30	42.59	42.63	42.63	42.63	42.63	42.63	42.63
10	B	28.42	29.37	30.32	31.27	32.21	33.16	34.11	35.06	36.00	36.95
	O	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63
11	B	31.23	32.27	33.31	34.35	35.39	36.43	37.48	38.52	39.56	40.60
	O	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63	42.63
12	B	37.43	38.68	39.93	41.17	42.42	43.67	44.92	46.17	47.41	48.66
	O	42.63	42.63	42.63	42.63	42.63	43.67	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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>