

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

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

Grade	B/O	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	B	\$ 12.21	\$ 12.62	\$ 13.03	\$ 13.43	\$ 13.84	\$ 14.07	\$ 14.47	\$ 14.88	\$ 14.90	\$ 15.27
	O	18.32	18.93	19.55	20.15	20.76	21.11	21.71	22.32	22.35	22.91
2	B	13.73	14.06	14.51	14.90	15.06	15.51	15.95	16.39	16.84	17.28
	O	20.60	21.09	21.77	22.35	22.59	23.27	23.93	24.59	25.26	25.92
3	B	17.98	18.48	18.98	19.47	19.97	20.47	20.97	21.47	21.97	22.47
	O	26.97	27.72	28.47	29.21	29.96	30.71	31.46	32.21	32.96	33.71
4	B	20.18	20.74	21.30	21.86	22.42	22.98	23.54	24.10	24.66	25.22
	O	30.27	31.11	31.95	32.79	33.63	34.47	35.31	36.15	36.99	37.83
5	B	23.21	23.83	24.46	25.09	25.72	26.34	26.97	27.60	28.22	28.85
	O	34.82	35.75	36.69	37.64	38.58	39.51	40.46	41.40	42.33	43.28
6	B	24.47	25.17	25.87	26.57	27.27	27.96	28.66	29.36	30.06	30.76
	O	36.71	37.76	38.81	39.86	40.91	41.94	42.99	44.04	45.09	46.14
7	B	26.41	27.19	27.97	28.75	29.52	30.30	31.08	31.85	32.63	33.41
	O	39.62	40.79	41.96	43.13	44.28	45.45	46.62	47.78	48.66	48.66
8	B	27.53	28.39	29.25	30.11	30.97	31.84	32.70	33.56	34.42	35.28
	O	41.30	42.59	43.88	45.17	46.46	47.76	48.66	48.66	48.66	48.66
9	B	29.46	30.41	31.36	32.31	33.26	34.21	35.16	36.11	37.06	38.01
	O	44.19	45.62	47.04	48.47	48.66	48.66	48.66	48.66	48.66	48.66
10	B	32.44	33.49	34.53	35.58	36.63	37.68	38.72	39.77	40.82	41.86
	O	48.66	48.66	48.66	48.66	48.66	48.66	48.66	48.66	48.66	48.66
11	B	34.49	35.64	36.79	37.94	39.09	40.24	41.39	42.54	43.69	44.84
	O	48.66	48.66	48.66	48.66	48.66	48.66	48.66	48.66	48.66	48.66
12	B	41.34	42.72	44.10	45.48	46.86	48.23	49.61	50.99	52.37	53.75
	O	48.66	48.66	48.66	48.66	48.66	48.66	49.61	50.99	52.37	53.75
13	B	49.16	50.80	52.44	54.08	55.72	57.36	58.99	60.63	62.27	63.91
	O	49.16	50.80	52.44	54.08	55.72	57.36	58.99	60.63	62.27	63.91
14	B	58.09	60.03	61.97	63.90	65.84	67.78	69.71	71.65	73.59	75.52
	O	58.09	60.03	61.97	63.90	65.84	67.78	69.71	71.65	73.59	75.52
15	B	68.33	70.61	72.89	75.17	77.45	79.72	82.00	82.65	82.65	82.65
	O	68.33	70.61	72.89	75.17	77.45	79.72	82.00	82.65	82.65	82.65

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

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

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

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