

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

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	14.98	15.48	15.98	16.48	16.98	17.48	17.98	18.48	18.98	19.47
	O	22.47	23.22	23.97	24.72	25.47	26.22	26.97	27.72	28.47	29.21
4	B	16.82	17.38	17.94	18.50	19.06	19.62	20.18	20.74	21.30	21.86
	O	25.23	26.07	26.91	27.75	28.59	29.43	30.27	31.11	31.95	32.79
5	B	18.82	19.44	20.07	20.70	21.32	21.95	22.58	23.21	23.83	24.46
	O	28.23	29.16	30.11	31.05	31.98	32.93	33.87	34.82	35.75	36.69
6	B	20.97	21.67	22.37	23.07	23.77	24.47	25.17	25.87	26.57	27.27
	O	31.46	32.51	33.56	34.61	35.66	36.71	37.76	38.81	39.86	40.91
7	B	23.31	24.08	24.86	25.64	26.41	27.19	27.97	28.75	29.52	30.30
	O	34.97	36.12	37.29	38.46	39.62	40.79	41.96	43.13	44.28	45.45
8	B	25.81	26.67	27.53	28.39	29.25	30.11	30.97	31.84	32.70	33.56
	O	38.72	40.01	41.30	42.59	43.88	45.17	46.46	47.09	47.09	47.09
9	B	28.51	29.46	30.41	31.36	32.31	33.26	34.21	35.16	36.11	37.06
	O	42.77	44.19	45.62	47.04	47.09	47.09	47.09	47.09	47.09	47.09
10	B	31.39	32.44	33.49	34.53	35.58	36.63	37.68	38.72	39.77	40.82
	O	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09
11	B	34.49	35.64	36.79	37.94	39.09	40.24	41.39	42.54	43.69	44.84
	O	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09
12	B	41.34	42.72	44.10	45.48	46.86	48.23	49.61	50.99	52.37	53.75
	O	47.09	47.09	47.09	47.09	47.09	48.23	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)).

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/>