

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

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	\$ 11.37	\$ 11.75	\$ 12.13	\$ 12.50	\$ 12.88	\$ 13.10	\$ 13.48	\$ 13.85	\$ 13.87	\$ 14.22
	O	17.06	17.63	18.20	18.75	19.32	19.65	20.22	20.78	20.81	21.33
2	B	12.78	13.09	13.51	13.87	14.02	14.44	14.85	15.26	15.67	16.09
	O	19.17	19.64	20.27	20.81	21.03	21.66	22.28	22.89	23.51	24.14
3	B	16.74	17.20	17.67	18.13	18.60	19.06	19.52	19.99	20.45	20.92
	O	25.11	25.80	26.51	27.20	27.90	28.59	29.28	29.99	30.68	31.38
4	B	18.79	19.31	19.83	20.35	20.87	21.40	21.92	22.44	22.96	23.48
	O	28.19	28.97	29.75	30.53	31.31	32.10	32.88	33.66	34.44	35.22
5	B	21.60	22.19	22.77	23.36	23.94	24.53	25.11	25.69	26.28	26.86
	O	32.40	33.29	34.16	35.04	35.91	36.80	37.67	38.54	39.42	40.29
6	B	22.78	23.43	24.08	24.73	25.38	26.03	26.69	27.34	27.99	28.64
	O	34.17	35.15	36.12	37.10	38.07	39.05	40.04	41.01	41.99	42.96
7	B	24.59	25.32	26.04	26.76	27.49	28.21	28.93	29.66	30.38	31.10
	O	36.89	37.98	39.06	40.14	41.24	42.32	43.40	44.49	45.30	45.30
8	B	25.63	26.43	27.23	28.04	28.84	29.64	30.44	31.24	32.04	32.84
	O	38.45	39.65	40.85	42.06	43.26	44.46	45.30	45.30	45.30	45.30
9	B	27.43	28.31	29.20	30.08	30.96	31.85	32.73	33.62	34.50	35.39
	O	41.15	42.47	43.80	45.12	45.30	45.30	45.30	45.30	45.30	45.30
10	B	30.20	31.18	32.15	33.13	34.10	35.08	36.05	37.02	38.00	38.97
	O	45.30	45.30	45.30	45.30	45.30	45.30	45.30	45.30	45.30	45.30
11	B	32.11	33.18	34.25	35.32	36.40	37.47	38.54	39.61	40.68	41.75
	O	45.30	45.30	45.30	45.30	45.30	45.30	45.30	45.30	45.30	45.30
12	B	38.49	39.77	41.06	42.34	43.62	44.91	46.19	47.47	48.76	50.04
	O	45.30	45.30	45.30	45.30	45.30	45.30	46.19	47.47	48.76	50.04
13	B	45.77	47.30	48.82	50.35	51.87	53.40	54.92	56.45	57.97	59.50
	O	45.77	47.30	48.82	50.35	51.87	53.40	54.92	56.45	57.97	59.50
14	B	54.09	55.89	57.69	59.49	61.30	63.10	64.90	66.70	68.51	70.31
	O	54.09	55.89	57.69	59.49	61.30	63.10	64.90	66.70	68.51	70.31
15	B	63.62	65.74	67.86	69.98	72.10	74.22	76.34	78.46	80.58	82.65
	O	63.62	65.74	67.86	69.98	72.10	74.22	76.34	78.46	80.58	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/>