

**SALARY TABLE 2021-CLE**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.82%**  
**FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH**  
**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	\$ 11.43	\$ 11.81	\$ 12.19	\$ 12.57	\$ 12.95	\$ 13.17	\$ 13.55	\$ 13.92	\$ 13.94	\$ 14.29
	O	17.15	17.72	18.29	18.86	19.43	19.76	20.33	20.88	20.91	21.44
2	B	12.85	13.15	13.58	13.94	14.10	14.51	14.93	15.34	15.75	16.17
	O	19.28	19.73	20.37	20.91	21.15	21.77	22.40	23.01	23.63	24.26
3	B	14.02	14.49	14.95	15.42	15.89	16.36	16.82	17.29	17.76	18.22
	O	21.03	21.74	22.43	23.13	23.84	24.54	25.23	25.94	26.64	27.33
4	B	15.74	16.26	16.79	17.31	17.84	18.36	18.88	19.41	19.93	20.46
	O	23.61	24.39	25.19	25.97	26.76	27.54	28.32	29.12	29.90	30.69
5	B	17.61	18.19	18.78	19.37	19.96	20.54	21.13	21.72	22.30	22.89
	O	26.42	27.29	28.17	29.06	29.94	30.81	31.70	32.58	33.45	34.34
6	B	19.63	20.28	20.94	21.59	22.24	22.90	23.55	24.21	24.86	25.51
	O	29.45	30.42	31.41	32.39	33.36	34.35	35.33	36.32	37.29	38.27
7	B	21.81	22.54	23.26	23.99	24.72	25.45	26.17	26.90	27.63	28.35
	O	32.72	33.81	34.89	35.99	37.08	38.18	39.26	40.35	41.45	42.53
8	B	24.15	24.96	25.76	26.57	27.38	28.18	28.99	29.79	30.60	31.40
	O	36.23	37.44	38.64	39.86	41.07	42.27	43.49	44.07	44.07	44.07
9	B	26.68	27.57	28.46	29.35	30.24	31.12	32.01	32.90	33.79	34.68
	O	40.02	41.36	42.69	44.03	44.07	44.07	44.07	44.07	44.07	44.07
10	B	29.38	30.36	31.34	32.32	33.30	34.28	35.26	36.24	37.22	38.19
	O	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07
11	B	32.28	33.35	34.43	35.51	36.58	37.66	38.74	39.81	40.89	41.96
	O	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07
12	B	38.69	39.98	41.27	42.56	43.85	45.14	46.43	47.72	49.01	50.30
	O	44.07	44.07	44.07	44.07	44.07	45.14	46.43	47.72	49.01	50.30
13	B	46.01	47.54	49.07	50.61	52.14	53.67	55.21	56.74	58.27	59.81
	O	46.01	47.54	49.07	50.61	52.14	53.67	55.21	56.74	58.27	59.81
14	B	54.36	56.18	57.99	59.80	61.61	63.42	65.24	67.05	68.86	70.67
	O	54.36	56.18	57.99	59.80	61.61	63.42	65.24	67.05	68.86	70.67
15	B	63.95	66.08	68.21	70.34	72.47	74.61	76.74	78.87	81.00	82.65
	O	63.95	66.08	68.21	70.34	72.47	74.61	76.74	78.87	81.00	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/>