

SALARY TABLE 2021-COL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.02%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, 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	\$ 11.35	\$ 11.73	\$ 12.11	\$ 12.48	\$ 12.86	\$ 13.08	\$ 13.46	\$ 13.83	\$ 13.85	\$ 14.20
	O	17.03	17.60	18.17	18.72	19.29	19.62	20.19	20.75	20.78	21.30
2	B	12.76	13.07	13.49	13.85	14.00	14.41	14.83	15.24	15.65	16.06
	O	19.14	19.61	20.24	20.78	21.00	21.62	22.25	22.86	23.48	24.09
3	B	16.71	17.17	17.64	18.10	18.57	19.03	19.50	19.96	20.42	20.89
	O	25.07	25.76	26.46	27.15	27.86	28.55	29.25	29.94	30.63	31.34
4	B	18.76	19.28	19.80	20.32	20.84	21.36	21.89	22.41	22.93	23.45
	O	28.14	28.92	29.70	30.48	31.26	32.04	32.84	33.62	34.40	35.18
5	B	21.57	22.16	22.74	23.32	23.91	24.49	25.07	25.65	26.24	26.82
	O	32.36	33.24	34.11	34.98	35.87	36.74	37.61	38.48	39.36	40.23
6	B	22.75	23.40	24.05	24.70	25.35	26.00	26.65	27.30	27.94	28.60
	O	34.13	35.10	36.08	37.05	38.03	39.00	39.98	40.95	41.91	42.90
7	B	24.55	25.28	26.00	26.72	27.44	28.17	28.89	29.61	30.33	31.06
	O	36.83	37.92	39.00	40.08	41.16	42.26	43.34	44.42	45.24	45.24
8	B	25.59	26.39	27.19	27.99	28.79	29.59	30.39	31.19	31.99	32.79
	O	38.39	39.59	40.79	41.99	43.19	44.39	45.24	45.24	45.24	45.24
9	B	27.38	28.27	29.15	30.03	30.92	31.80	32.68	33.57	34.45	35.33
	O	41.07	42.41	43.73	45.05	45.24	45.24	45.24	45.24	45.24	45.24
10	B	30.16	31.13	32.10	33.08	34.05	35.02	36.00	36.97	37.94	38.91
	O	45.24	45.24	45.24	45.24	45.24	45.24	45.24	45.24	45.24	45.24
11	B	32.06	33.13	34.20	35.27	36.34	37.41	38.48	39.55	40.62	41.69
	O	45.24	45.24	45.24	45.24	45.24	45.24	45.24	45.24	45.24	45.24
12	B	38.43	39.71	40.99	42.28	43.56	44.84	46.12	47.40	48.68	49.96
	O	45.24	45.24	45.24	45.24	45.24	45.24	46.12	47.40	48.68	49.96
13	B	45.70	47.22	48.75	50.27	51.79	53.32	54.84	56.36	57.89	59.41
	O	45.70	47.22	48.75	50.27	51.79	53.32	54.84	56.36	57.89	59.41
14	B	54.00	55.80	57.60	59.40	61.20	63.00	64.80	66.60	68.40	70.20
	O	54.00	55.80	57.60	59.40	61.20	63.00	64.80	66.60	68.40	70.20
15	B	63.52	65.64	67.76	69.88	71.99	74.11	76.23	78.35	80.46	82.58
	O	63.52	65.64	67.76	69.88	71.99	74.11	76.23	78.35	80.46	82.58

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/>