

**SALARY TABLE 2021-DCB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.48%**  
**FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,754	\$ 26,618	\$ 27,474	\$ 28,326	\$ 29,182	\$ 29,683	\$ 30,530	\$ 31,383	\$ 31,417	\$ 32,216
2	28,959	29,648	30,607	31,417	31,771	32,705	33,639	34,573	35,508	36,442
3	37,915	38,968	40,021	41,074	42,127	43,180	44,233	45,286	46,339	47,392
4	42,563	43,745	44,927	46,109	47,291	48,473	49,655	50,838	52,020	53,202
5	48,946	50,269	51,592	52,915	54,238	55,561	56,884	58,207	59,530	60,853
6	51,609	53,083	54,558	56,032	57,506	58,981	60,455	61,930	63,404	64,879
7	55,712	57,351	58,990	60,629	62,268	63,906	65,545	67,184	68,823	70,462
8	58,070	59,885	61,700	63,515	65,330	67,145	68,960	70,775	72,590	74,405
9	62,133	64,137	66,142	68,146	70,150	72,154	74,158	76,162	78,167	80,171
10	68,424	70,631	72,839	75,047	77,255	79,462	81,670	83,878	86,085	88,293
11	72,750	75,176	77,602	80,027	82,453	84,879	87,304	89,730	92,155	94,581
12	87,198	90,106	93,013	95,920	98,827	101,734	104,641	107,548	110,455	113,362
13	103,690	107,146	110,603	114,059	117,516	120,972	124,428	127,885	131,341	134,798
14	122,530	126,614	130,698	134,782	138,866	142,950	147,034	151,118	155,202	159,286
15	144,128	148,932	153,737	158,541	163,345	168,150	172,500 *	172,500 *	172,500 *	172,500 *

\* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>