

SALARY TABLE 2021-DEN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.13%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO
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	\$ 12.02	\$ 12.43	\$ 12.83	\$ 13.22	\$ 13.62	\$ 13.86	\$ 14.25	\$ 14.65	\$ 14.67	\$ 15.04
	O	18.03	18.65	19.25	19.83	20.43	20.79	21.38	21.98	22.01	22.56
2	B	13.52	13.84	14.29	14.67	14.83	15.27	15.70	16.14	16.58	17.01
	O	20.28	20.76	21.44	22.01	22.25	22.91	23.55	24.21	24.87	25.52
3	B	17.70	18.19	18.68	19.18	19.67	20.16	20.65	21.14	21.63	22.13
	O	26.55	27.29	28.02	28.77	29.51	30.24	30.98	31.71	32.45	33.20
4	B	19.87	20.42	20.97	21.53	22.08	22.63	23.18	23.73	24.29	24.84
	O	29.81	30.63	31.46	32.30	33.12	33.95	34.77	35.60	36.44	37.26
5	B	22.85	23.47	24.09	24.70	25.32	25.94	26.56	27.17	27.79	28.41
	O	34.28	35.21	36.14	37.05	37.98	38.91	39.84	40.76	41.69	42.62
6	B	24.09	24.78	25.47	26.16	26.85	27.54	28.22	28.91	29.60	30.29
	O	36.14	37.17	38.21	39.24	40.28	41.31	42.33	43.37	44.40	45.44
7	B	26.01	26.77	27.54	28.30	29.07	29.84	30.60	31.37	32.13	32.90
	O	39.02	40.16	41.31	42.45	43.61	44.76	45.90	47.06	47.91	47.91
8	B	27.11	27.96	28.80	29.65	30.50	31.35	32.19	33.04	33.89	34.74
	O	40.67	41.94	43.20	44.48	45.75	47.03	47.91	47.91	47.91	47.91
9	B	29.01	29.94	30.88	31.81	32.75	33.69	34.62	35.56	36.49	37.43
	O	43.52	44.91	46.32	47.72	47.91	47.91	47.91	47.91	47.91	47.91
10	B	31.94	32.97	34.01	35.04	36.07	37.10	38.13	39.16	40.19	41.22
	O	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91
11	B	33.96	35.10	36.23	37.36	38.49	39.63	40.76	41.89	43.02	44.16
	O	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91
12	B	40.71	42.07	43.42	44.78	46.14	47.49	48.85	50.21	51.57	52.92
	O	47.91	47.91	47.91	47.91	47.91	47.91	48.85	50.21	51.57	52.92
13	B	48.41	50.02	51.64	53.25	54.86	56.48	58.09	59.70	61.32	62.93
	O	48.41	50.02	51.64	53.25	54.86	56.48	58.09	59.70	61.32	62.93
14	B	57.20	59.11	61.02	62.92	64.83	66.74	68.64	70.55	72.46	74.36
	O	57.20	59.11	61.02	62.92	64.83	66.74	68.64	70.55	72.46	74.36
15	B	67.29	69.53	71.77	74.02	76.26	78.50	80.74	82.65	82.65	82.65
	O	67.29	69.53	71.77	74.02	76.26	78.50	80.74	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)).

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/>