

SALARY TABLE 2021-GX (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND NO LOCALITY PAYMENT
FOR AREAS OUTSIDE THE UNITED STATES
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	\$ 9.46	\$ 9.77	\$ 10.09	\$ 10.40	\$ 10.72	\$ 10.90	\$ 11.21	\$ 11.52	\$ 11.54	\$ 11.83
	O	14.19	14.66	15.14	15.60	16.08	16.35	16.82	17.28	17.31	17.75
2	B	10.63	10.89	11.24	11.54	11.67	12.01	12.35	12.70	13.04	13.38
	O	15.95	16.34	16.86	17.31	17.51	18.02	18.53	19.05	19.56	20.07
3	B	13.92	14.31	14.70	15.08	15.47	15.86	16.24	16.63	17.02	17.40
	O	20.88	21.47	22.05	22.62	23.21	23.79	24.36	24.95	25.53	26.10
4	B	15.63	16.06	16.50	16.93	17.37	17.80	18.23	18.67	19.10	19.54
	O	23.45	24.09	24.75	25.40	26.06	26.70	27.35	28.01	28.65	29.31
5	B	17.97	18.46	18.95	19.43	19.92	20.40	20.89	21.38	21.86	22.35
	O	26.96	27.69	28.43	29.15	29.88	30.60	31.34	32.07	32.79	33.53
6	B	18.95	19.49	20.03	20.58	21.12	21.66	22.20	22.74	23.28	23.83
	O	28.43	29.24	30.05	30.87	31.68	32.49	33.30	34.11	34.92	35.75
7	B	20.46	21.06	21.66	22.26	22.87	23.47	24.07	24.67	25.27	25.88
	O	30.69	31.59	32.49	33.39	34.31	35.21	36.11	37.01	37.70	37.70
8	B	21.32	21.99	22.66	23.32	23.99	24.66	25.32	25.99	26.66	27.32
	O	31.98	32.99	33.99	34.98	35.99	36.99	37.70	37.70	37.70	37.70
9	B	22.82	23.55	24.29	25.02	25.76	26.50	27.23	27.97	28.70	29.44
	O	34.23	35.33	36.44	37.53	37.70	37.70	37.70	37.70	37.70	37.70
10	B	25.13	25.94	26.75	27.56	28.37	29.18	29.99	30.80	31.61	32.42
	O	37.70	37.70	37.70	37.70	37.70	37.70	37.70	37.70	37.70	37.70
11	B	26.72	27.61	28.50	29.39	30.28	31.17	32.06	32.95	33.84	34.73
	O	37.70	37.70	37.70	37.70	37.70	37.70	37.70	37.70	37.70	37.70
12	B	32.02	33.09	34.16	35.22	36.29	37.36	38.43	39.49	40.56	41.63
	O	37.70	37.70	37.70	37.70	37.70	37.70	38.43	39.49	40.56	41.63
13	B	38.08	39.35	40.62	41.89	43.15	44.42	45.69	46.96	48.23	49.50
	O	38.08	39.35	40.62	41.89	43.15	44.42	45.69	46.96	48.23	49.50
14	B	45.00	46.50	48.00	49.50	51.00	52.49	53.99	55.49	56.99	58.49
	O	45.00	46.50	48.00	49.50	51.00	52.49	53.99	55.49	56.99	58.49
15	B	52.93	54.69	56.46	58.22	59.98	61.75	63.51	65.28	67.04	68.81
	O	52.93	54.69	56.46	58.22	59.98	61.75	63.51	65.28	67.04	68.81

NOTE: "Law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are entitled to 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.