

**SALARY TABLE 2021-HAR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.49%**  
**FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA**  
**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	\$ 12.25	\$ 12.66	\$ 13.06	\$ 13.47	\$ 13.88	\$ 14.11	\$ 14.52	\$ 14.92	\$ 14.94	\$ 15.32
	O	18.38	18.99	19.59	20.21	20.82	21.17	21.78	22.38	22.41	22.98
2	B	13.77	14.10	14.55	14.94	15.11	15.55	16.00	16.44	16.88	17.33
	O	20.66	21.15	21.83	22.41	22.67	23.33	24.00	24.66	25.32	26.00
3	B	18.03	18.53	19.03	19.53	20.03	20.53	21.03	21.53	22.03	22.54
	O	27.05	27.80	28.55	29.30	30.05	30.80	31.55	32.30	33.05	33.81
4	B	20.24	20.80	21.36	21.93	22.49	23.05	23.61	24.17	24.74	25.30
	O	30.36	31.20	32.04	32.90	33.74	34.58	35.42	36.26	37.11	37.95
5	B	23.27	23.90	24.53	25.16	25.79	26.42	27.05	27.68	28.31	28.94
	O	34.91	35.85	36.80	37.74	38.69	39.63	40.58	41.52	42.47	43.41
6	B	24.54	25.24	25.94	26.64	27.35	28.05	28.75	29.45	30.15	30.85
	O	36.81	37.86	38.91	39.96	41.03	42.08	43.13	44.18	45.23	46.28
7	B	26.49	27.27	28.05	28.83	29.61	30.39	31.17	31.95	32.73	33.51
	O	39.74	40.91	42.08	43.25	44.42	45.59	46.76	47.93	48.81	48.81
8	B	27.61	28.48	29.34	30.20	31.07	31.93	32.79	33.66	34.52	35.38
	O	41.42	42.72	44.01	45.30	46.61	47.90	48.81	48.81	48.81	48.81
9	B	29.55	30.50	31.45	32.40	33.36	34.31	35.26	36.22	37.17	38.12
	O	44.33	45.75	47.18	48.60	48.81	48.81	48.81	48.81	48.81	48.81
10	B	32.54	33.59	34.64	35.69	36.74	37.79	38.84	39.89	40.94	41.99
	O	48.81	48.81	48.81	48.81	48.81	48.81	48.81	48.81	48.81	48.81
11	B	34.59	35.75	36.90	38.05	39.21	40.36	41.52	42.67	43.82	44.98
	O	48.81	48.81	48.81	48.81	48.81	48.81	48.81	48.81	48.81	48.81
12	B	41.46	42.85	44.23	45.61	46.99	48.38	49.76	51.14	52.52	53.91
	O	48.81	48.81	48.81	48.81	48.81	48.81	49.76	51.14	52.52	53.91
13	B	49.31	50.95	52.59	54.24	55.88	57.52	59.17	60.81	62.46	64.10
	O	49.31	50.95	52.59	54.24	55.88	57.52	59.17	60.81	62.46	64.10
14	B	58.27	60.21	62.15	64.09	66.03	67.98	69.92	71.86	73.80	75.74
	O	58.27	60.21	62.15	64.09	66.03	67.98	69.92	71.86	73.80	75.74
15	B	68.54	70.82	73.10	75.39	77.67	79.96	82.24	82.65	82.65	82.65
	O	68.54	70.82	73.10	75.39	77.67	79.96	82.24	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/>