

SALARY TABLE 2021-IND (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.92%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN
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	\$ 11.06	\$ 11.43	\$ 11.80	\$ 12.16	\$ 12.53	\$ 12.74	\$ 13.11	\$ 13.47	\$ 13.49	\$ 13.83
	O	16.59	17.15	17.70	18.24	18.80	19.11	19.67	20.21	20.24	20.75
2	B	12.43	12.73	13.14	13.49	13.64	14.04	14.44	14.84	15.25	15.65
	O	18.65	19.10	19.71	20.24	20.46	21.06	21.66	22.26	22.88	23.48
3	B	16.28	16.73	17.18	17.64	18.09	18.54	18.99	19.44	19.90	20.35
	O	24.42	25.10	25.77	26.46	27.14	27.81	28.49	29.16	29.85	30.53
4	B	18.27	18.78	19.29	19.80	20.30	20.81	21.32	21.83	22.34	22.84
	O	27.41	28.17	28.94	29.70	30.45	31.22	31.98	32.75	33.51	34.26
5	B	21.02	21.58	22.15	22.72	23.29	23.86	24.42	24.99	25.56	26.13
	O	31.53	32.37	33.23	34.08	34.94	35.79	36.63	37.49	38.34	39.20
6	B	22.16	22.79	23.43	24.06	24.69	25.32	25.96	26.59	27.22	27.86
	O	33.24	34.19	35.15	36.09	37.04	37.98	38.94	39.89	40.83	41.79
7	B	23.92	24.62	25.33	26.03	26.74	27.44	28.14	28.85	29.55	30.25
	O	35.88	36.93	38.00	39.05	40.11	41.16	42.21	43.28	44.07	44.07
8	B	24.93	25.71	26.49	27.27	28.05	28.83	29.61	30.39	31.17	31.95
	O	37.40	38.57	39.74	40.91	42.08	43.25	44.07	44.07	44.07	44.07
9	B	26.68	27.54	28.40	29.26	30.12	30.98	31.84	32.70	33.56	34.42
	O	40.02	41.31	42.60	43.89	44.07	44.07	44.07	44.07	44.07	44.07
10	B	29.38	30.33	31.27	32.22	33.17	34.12	35.07	36.01	36.96	37.91
	O	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07
11	B	31.24	32.28	33.32	34.36	35.40	36.44	37.48	38.53	39.57	40.61
	O	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07	44.07
12	B	37.44	38.69	39.94	41.18	42.43	43.68	44.93	46.18	47.43	48.67
	O	44.07	44.07	44.07	44.07	44.07	44.07	44.93	46.18	47.43	48.67
13	B	44.52	46.00	47.49	48.97	50.46	51.94	53.42	54.91	56.39	57.88
	O	44.52	46.00	47.49	48.97	50.46	51.94	53.42	54.91	56.39	57.88
14	B	52.61	54.36	56.12	57.87	59.62	61.38	63.13	64.88	66.64	68.39
	O	52.61	54.36	56.12	57.87	59.62	61.38	63.13	64.88	66.64	68.39
15	B	61.88	63.95	66.01	68.07	70.13	72.20	74.26	76.32	78.39	80.45
	O	61.88	63.95	66.01	68.07	70.13	72.20	74.26	76.32	78.39	80.45

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/>