

**SALARY TABLE 2021-NY**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.98%**  
**FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA**  
**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	\$ 12.67	\$ 13.10	\$ 13.52	\$ 13.94	\$ 14.36	\$ 14.60	\$ 15.02	\$ 15.44	\$ 15.46	\$ 15.85
	O	19.01	19.65	20.28	20.91	21.54	21.90	22.53	23.16	23.19	23.78
2	B	14.25	14.59	15.06	15.46	15.63	16.09	16.55	17.01	17.47	17.93
	O	21.38	21.89	22.59	23.19	23.45	24.14	24.83	25.52	26.21	26.90
3	B	15.55	16.06	16.58	17.10	17.62	18.14	18.65	19.17	19.69	20.21
	O	23.33	24.09	24.87	25.65	26.43	27.21	27.98	28.76	29.54	30.32
4	B	17.45	18.03	18.61	19.20	19.78	20.36	20.94	21.52	22.10	22.69
	O	26.18	27.05	27.92	28.80	29.67	30.54	31.41	32.28	33.15	34.04
5	B	19.53	20.18	20.83	21.48	22.13	22.78	23.43	24.08	24.73	25.38
	O	29.30	30.27	31.25	32.22	33.20	34.17	35.15	36.12	37.10	38.07
6	B	21.76	22.49	23.22	23.94	24.67	25.39	26.12	26.84	27.57	28.29
	O	32.64	33.74	34.83	35.91	37.01	38.09	39.18	40.26	41.36	42.44
7	B	24.19	24.99	25.80	26.60	27.41	28.22	29.02	29.83	30.64	31.44
	O	36.29	37.49	38.70	39.90	41.12	42.33	43.53	44.75	45.96	47.16
8	B	26.78	27.68	28.57	29.46	30.36	31.25	32.14	33.04	33.93	34.82
	O	40.17	41.52	42.86	44.19	45.54	46.88	48.21	48.87	48.87	48.87
9	B	29.58	30.57	31.56	32.54	33.53	34.51	35.50	36.49	37.47	38.46
	O	44.37	45.86	47.34	48.81	48.87	48.87	48.87	48.87	48.87	48.87
10	B	32.58	33.67	34.75	35.84	36.92	38.01	39.10	40.18	41.27	42.36
	O	48.87	48.87	48.87	48.87	48.87	48.87	48.87	48.87	48.87	48.87
11	B	35.79	36.99	38.18	39.37	40.57	41.76	42.95	44.15	45.34	46.53
	O	48.87	48.87	48.87	48.87	48.87	48.87	48.87	48.87	48.87	48.87
12	B	42.90	44.33	45.76	47.19	48.62	50.05	51.48	52.91	54.34	55.78
	O	48.87	48.87	48.87	48.87	48.87	50.05	51.48	52.91	54.34	55.78
13	B	51.02	52.72	54.42	56.12	57.82	59.52	61.22	62.92	64.62	66.32
	O	51.02	52.72	54.42	56.12	57.82	59.52	61.22	62.92	64.62	66.32
14	B	60.29	62.30	64.30	66.31	68.32	70.33	72.34	74.35	76.36	78.37
	O	60.29	62.30	64.30	66.31	68.32	70.33	72.34	74.35	76.36	78.37
15	B	70.91	73.28	75.64	78.00	80.37	82.65	82.65	82.65	82.65	82.65
	O	70.91	73.28	75.64	78.00	80.37	82.65	82.65	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)).

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/>