

SALARY TABLE 2021-PX (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.12%
FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ
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	\$ 11.36	\$ 11.74	\$ 12.12	\$ 12.49	\$ 12.87	\$ 13.09	\$ 13.47	\$ 13.84	\$ 13.86	\$ 14.21
	O	17.04	17.61	18.18	18.74	19.31	19.64	20.21	20.76	20.79	21.32
2	B	12.77	13.08	13.50	13.86	14.01	14.43	14.84	15.25	15.66	16.07
	O	19.16	19.62	20.25	20.79	21.02	21.65	22.26	22.88	23.49	24.11
3	B	16.72	17.19	17.65	18.12	18.58	19.05	19.51	19.98	20.44	20.91
	O	25.08	25.79	26.48	27.18	27.87	28.58	29.27	29.97	30.66	31.37
4	B	18.77	19.30	19.82	20.34	20.86	21.38	21.90	22.43	22.95	23.47
	O	28.16	28.95	29.73	30.51	31.29	32.07	32.85	33.65	34.43	35.21
5	B	21.59	22.17	22.76	23.34	23.92	24.51	25.09	25.68	26.26	26.84
	O	32.39	33.26	34.14	35.01	35.88	36.77	37.64	38.52	39.39	40.26
6	B	22.77	23.42	24.07	24.72	25.37	26.02	26.67	27.32	27.97	28.62
	O	34.16	35.13	36.11	37.08	38.06	39.03	40.01	40.98	41.96	42.93
7	B	24.58	25.30	26.02	26.74	27.47	28.19	28.91	29.64	30.36	31.08
	O	36.87	37.95	39.03	40.11	41.21	42.29	43.37	44.46	45.27	45.27
8	B	25.62	26.42	27.22	28.02	28.82	29.62	30.42	31.22	32.02	32.82
	O	38.43	39.63	40.83	42.03	43.23	44.43	45.27	45.27	45.27	45.27
9	B	27.41	28.29	29.18	30.06	30.94	31.83	32.71	33.60	34.48	35.36
	O	41.12	42.44	43.77	45.09	45.27	45.27	45.27	45.27	45.27	45.27
10	B	30.18	31.16	32.13	33.10	34.08	35.05	36.03	37.00	37.97	38.95
	O	45.27	45.27	45.27	45.27	45.27	45.27	45.27	45.27	45.27	45.27
11	B	32.09	33.16	34.23	35.30	36.37	37.44	38.51	39.58	40.65	41.72
	O	45.27	45.27	45.27	45.27	45.27	45.27	45.27	45.27	45.27	45.27
12	B	38.46	39.75	41.03	42.31	43.59	44.88	46.16	47.44	48.72	50.01
	O	45.27	45.27	45.27	45.27	45.27	45.27	46.16	47.44	48.72	50.01
13	B	45.74	47.26	48.79	50.31	51.84	53.36	54.89	56.41	57.94	59.46
	O	45.74	47.26	48.79	50.31	51.84	53.36	54.89	56.41	57.94	59.46
14	B	54.05	55.85	57.65	59.45	61.26	63.06	64.86	66.66	68.46	70.26
	O	54.05	55.85	57.65	59.45	61.26	63.06	64.86	66.66	68.46	70.26
15	B	63.58	65.70	67.82	69.93	72.05	74.17	76.29	78.41	80.53	82.65
	O	63.58	65.70	67.82	69.93	72.05	74.17	76.29	78.41	80.53	82.65

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/>