

**SALARY TABLE 2021-RA**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.49%**  
**FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC**  
**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   | \$ 11.40 | \$ 11.78 | \$ 12.16 | \$ 12.53 | \$ 12.91 | \$ 13.13 | \$ 13.51 | \$ 13.89 | \$ 13.90 | \$ 14.25 |
|       | O   | 17.10    | 17.67    | 18.24    | 18.80    | 19.37    | 19.70    | 20.27    | 20.84    | 20.85    | 21.38    |
| 2     | B   | 12.81    | 13.12    | 13.54    | 13.90    | 14.06    | 14.47    | 14.88    | 15.30    | 15.71    | 16.12    |
|       | O   | 19.22    | 19.68    | 20.31    | 20.85    | 21.09    | 21.71    | 22.32    | 22.95    | 23.57    | 24.18    |
| 3     | B   | 13.98    | 14.45    | 14.91    | 15.38    | 15.84    | 16.31    | 16.78    | 17.24    | 17.71    | 18.17    |
|       | O   | 20.97    | 21.68    | 22.37    | 23.07    | 23.76    | 24.47    | 25.17    | 25.86    | 26.57    | 27.26    |
| 4     | B   | 15.69    | 16.22    | 16.74    | 17.26    | 17.79    | 18.31    | 18.83    | 19.36    | 19.88    | 20.40    |
|       | O   | 23.54    | 24.33    | 25.11    | 25.89    | 26.69    | 27.47    | 28.25    | 29.04    | 29.82    | 30.60    |
| 5     | B   | 17.56    | 18.14    | 18.73    | 19.32    | 19.90    | 20.49    | 21.07    | 21.66    | 22.24    | 22.83    |
|       | O   | 26.34    | 27.21    | 28.10    | 28.98    | 29.85    | 30.74    | 31.61    | 32.49    | 33.36    | 34.25    |
| 6     | B   | 19.57    | 20.23    | 20.88    | 21.53    | 22.18    | 22.84    | 23.49    | 24.14    | 24.79    | 25.45    |
|       | O   | 29.36    | 30.35    | 31.32    | 32.30    | 33.27    | 34.26    | 35.24    | 36.21    | 37.19    | 38.18    |
| 7     | B   | 21.75    | 22.48    | 23.20    | 23.93    | 24.65    | 25.38    | 26.10    | 26.83    | 27.55    | 28.28    |
|       | O   | 32.63    | 33.72    | 34.80    | 35.90    | 36.98    | 38.07    | 39.15    | 40.25    | 41.33    | 42.42    |
| 8     | B   | 24.09    | 24.89    | 25.69    | 26.50    | 27.30    | 28.10    | 28.91    | 29.71    | 30.51    | 31.32    |
|       | O   | 36.14    | 37.34    | 38.54    | 39.75    | 40.95    | 42.15    | 43.37    | 43.95    | 43.95    | 43.95    |
| 9     | B   | 26.61    | 27.49    | 28.38    | 29.27    | 30.15    | 31.04    | 31.93    | 32.81    | 33.70    | 34.59    |
|       | O   | 39.92    | 41.24    | 42.57    | 43.91    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    |
| 10    | B   | 29.30    | 30.28    | 31.25    | 32.23    | 33.21    | 34.18    | 35.16    | 36.14    | 37.11    | 38.09    |
|       | O   | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    |
| 11    | B   | 32.19    | 33.26    | 34.34    | 35.41    | 36.48    | 37.56    | 38.63    | 39.70    | 40.78    | 41.85    |
|       | O   | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    |
| 12    | B   | 38.58    | 39.87    | 41.16    | 42.44    | 43.73    | 45.01    | 46.30    | 47.59    | 48.87    | 50.16    |
|       | O   | 43.95    | 43.95    | 43.95    | 43.95    | 43.95    | 45.01    | 46.30    | 47.59    | 48.87    | 50.16    |
| 13    | B   | 45.88    | 47.41    | 48.94    | 50.47    | 52.00    | 53.53    | 55.06    | 56.59    | 58.11    | 59.64    |
|       | O   | 45.88    | 47.41    | 48.94    | 50.47    | 52.00    | 53.53    | 55.06    | 56.59    | 58.11    | 59.64    |
| 14    | B   | 54.22    | 56.02    | 57.83    | 59.64    | 61.44    | 63.25    | 65.06    | 66.87    | 68.67    | 70.48    |
|       | O   | 54.22    | 56.02    | 57.83    | 59.64    | 61.44    | 63.25    | 65.06    | 66.87    | 68.67    | 70.48    |
| 15    | B   | 63.77    | 65.90    | 68.02    | 70.15    | 72.28    | 74.40    | 76.53    | 78.65    | 80.78    | 82.65    |
|       | O   | 63.77    | 65.90    | 68.02    | 70.15    | 72.28    | 74.40    | 76.53    | 78.65    | 80.78    | 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: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>