

SALARY TABLE 2021-RCH (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
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	\$ 11.34	\$ 11.72	\$ 12.10	\$ 12.48	\$ 12.85	\$ 13.07	\$ 13.45	\$ 13.82	\$ 13.84	\$ 14.19
	O	17.01	17.58	18.15	18.72	19.28	19.61	20.18	20.73	20.76	21.29
2	B	12.76	13.06	13.48	13.84	13.99	14.41	14.82	15.23	15.64	16.05
	O	19.14	19.59	20.22	20.76	20.99	21.62	22.23	22.85	23.46	24.08
3	B	16.70	17.16	17.63	18.09	18.56	19.02	19.48	19.95	20.41	20.88
	O	25.05	25.74	26.45	27.14	27.84	28.53	29.22	29.93	30.62	31.32
4	B	18.75	19.27	19.79	20.31	20.83	21.35	21.87	22.39	22.91	23.43
	O	28.13	28.91	29.69	30.47	31.25	32.03	32.81	33.59	34.37	35.15
5	B	21.56	22.14	22.73	23.31	23.89	24.47	25.06	25.64	26.22	26.80
	O	32.34	33.21	34.10	34.97	35.84	36.71	37.59	38.46	39.33	40.20
6	B	22.73	23.38	24.03	24.68	25.33	25.98	26.63	27.28	27.93	28.58
	O	34.10	35.07	36.05	37.02	38.00	38.97	39.95	40.92	41.90	42.87
7	B	24.54	25.26	25.98	26.71	27.43	28.15	28.87	29.59	30.32	31.04
	O	36.81	37.89	38.97	40.07	41.15	42.23	43.31	44.39	45.21	45.21
8	B	25.58	26.38	27.18	27.98	28.78	29.58	30.38	31.18	31.98	32.77
	O	38.37	39.57	40.77	41.97	43.17	44.37	45.21	45.21	45.21	45.21
9	B	27.37	28.25	29.13	30.02	30.90	31.78	32.67	33.55	34.43	35.31
	O	41.06	42.38	43.70	45.03	45.21	45.21	45.21	45.21	45.21	45.21
10	B	30.14	31.11	32.08	33.06	34.03	35.00	35.97	36.95	37.92	38.89
	O	45.21	45.21	45.21	45.21	45.21	45.21	45.21	45.21	45.21	45.21
11	B	32.05	33.11	34.18	35.25	36.32	37.39	38.46	39.52	40.59	41.66
	O	45.21	45.21	45.21	45.21	45.21	45.21	45.21	45.21	45.21	45.21
12	B	38.41	39.69	40.97	42.25	43.53	44.81	46.09	47.37	48.65	49.93
	O	45.21	45.21	45.21	45.21	45.21	45.21	46.09	47.37	48.65	49.93
13	B	45.67	47.20	48.72	50.24	51.76	53.29	54.81	56.33	57.85	59.38
	O	45.67	47.20	48.72	50.24	51.76	53.29	54.81	56.33	57.85	59.38
14	B	53.97	55.77	57.57	59.37	61.17	62.97	64.77	66.57	68.36	70.16
	O	53.97	55.77	57.57	59.37	61.17	62.97	64.77	66.57	68.36	70.16
15	B	63.49	65.60	67.72	69.84	71.95	74.07	76.18	78.30	80.42	82.53
	O	63.49	65.60	67.72	69.84	71.95	74.07	76.18	78.30	80.42	82.53

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/>