

**SALARY TABLE 2021-RUS**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.95%**  
**FOR THE LOCALITY PAY AREA OF REST OF U.S.**  
**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	\$ 10.97	\$ 11.33	\$ 11.70	\$ 12.06	\$ 12.43	\$ 12.64	\$ 13.00	\$ 13.36	\$ 13.38	\$ 13.72
	O	16.46	17.00	17.55	18.09	18.65	18.96	19.50	20.04	20.07	20.58
2	B	12.33	12.62	13.03	13.38	13.53	13.93	14.32	14.72	15.12	15.52
	O	18.50	18.93	19.55	20.07	20.30	20.90	21.48	22.08	22.68	23.28
3	B	13.45	13.90	14.35	14.80	15.25	15.70	16.14	16.59	17.04	17.49
	O	20.18	20.85	21.53	22.20	22.88	23.55	24.21	24.89	25.56	26.24
4	B	15.10	15.61	16.11	16.61	17.12	17.62	18.12	18.63	19.13	19.63
	O	22.65	23.42	24.17	24.92	25.68	26.43	27.18	27.95	28.70	29.45
5	B	16.90	17.46	18.02	18.59	19.15	19.71	20.28	20.84	21.40	21.97
	O	25.35	26.19	27.03	27.89	28.73	29.57	30.42	31.26	32.10	32.96
6	B	18.84	19.46	20.09	20.72	21.35	21.98	22.60	23.23	23.86	24.49
	O	28.26	29.19	30.14	31.08	32.03	32.97	33.90	34.85	35.79	36.74
7	B	20.93	21.63	22.33	23.02	23.72	24.42	25.12	25.82	26.51	27.21
	O	31.40	32.45	33.50	34.53	35.58	36.63	37.68	38.73	39.77	40.82
8	B	23.18	23.95	24.73	25.50	26.27	27.04	27.82	28.59	29.36	30.14
	O	34.77	35.93	37.10	38.25	39.41	40.56	41.73	42.29	42.29	42.29
9	B	25.60	26.46	27.31	28.16	29.02	29.87	30.72	31.58	32.43	33.28
	O	38.40	39.69	40.97	42.24	42.29	42.29	42.29	42.29	42.29	42.29
10	B	28.19	29.13	30.07	31.01	31.95	32.90	33.84	34.77	35.71	36.66
	O	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29
11	B	30.98	32.01	33.04	34.08	35.11	36.14	37.17	38.21	39.24	40.27
	O	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29	42.29
12	B	37.13	38.37	39.60	40.84	42.08	43.32	44.56	45.79	47.03	48.27
	O	42.29	42.29	42.29	42.29	42.29	43.32	44.56	45.79	47.03	48.27
13	B	44.15	45.62	47.09	48.57	50.04	51.51	52.98	54.45	55.92	57.40
	O	44.15	45.62	47.09	48.57	50.04	51.51	52.98	54.45	55.92	57.40
14	B	52.17	53.91	55.65	57.39	59.13	60.87	62.61	64.35	66.08	67.82
	O	52.17	53.91	55.65	57.39	59.13	60.87	62.61	64.35	66.08	67.82
15	B	61.37	63.42	65.46	67.51	69.55	71.60	73.64	75.69	77.74	79.78
	O	61.37	63.42	65.46	67.51	69.55	71.60	73.64	75.69	77.74	79.78

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/>