

SALARY TABLE 2021-SAC (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.37%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV
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	\$ 11.95	\$ 12.35	\$ 12.75	\$ 13.15	\$ 13.54	\$ 13.77	\$ 14.17	\$ 14.56	\$ 14.58	\$ 14.95
	O	17.93	18.53	19.13	19.73	20.31	20.66	21.26	21.84	21.87	22.43
2	B	13.44	13.76	14.20	14.58	14.74	15.18	15.61	16.04	16.48	16.91
	O	20.16	20.64	21.30	21.87	22.11	22.77	23.42	24.06	24.72	25.37
3	B	17.60	18.08	18.57	19.06	19.55	20.04	20.53	21.02	21.50	21.99
	O	26.40	27.12	27.86	28.59	29.33	30.06	30.80	31.53	32.25	32.99
4	B	19.75	20.30	20.85	21.40	21.95	22.49	23.04	23.59	24.14	24.69
	O	29.63	30.45	31.28	32.10	32.93	33.74	34.56	35.39	36.21	37.04
5	B	22.71	23.33	23.94	24.56	25.17	25.78	26.40	27.01	27.63	28.24
	O	34.07	35.00	35.91	36.84	37.76	38.67	39.60	40.52	41.45	42.36
6	B	23.95	24.63	25.32	26.00	26.69	27.37	28.06	28.74	29.42	30.11
	O	35.93	36.95	37.98	39.00	40.04	41.06	42.09	43.11	44.13	45.17
7	B	25.85	26.61	27.38	28.14	28.90	29.66	30.42	31.18	31.94	32.70
	O	38.78	39.92	41.07	42.21	43.35	44.49	45.63	46.77	47.63	47.63
8	B	26.95	27.79	28.63	29.47	30.32	31.16	32.00	32.84	33.69	34.53
	O	40.43	41.69	42.95	44.21	45.48	46.74	47.63	47.63	47.63	47.63
9	B	28.83	29.76	30.69	31.62	32.55	33.48	34.41	35.34	36.27	37.20
	O	43.25	44.64	46.04	47.43	47.63	47.63	47.63	47.63	47.63	47.63
10	B	31.75	32.78	33.80	34.83	35.85	36.88	37.90	38.92	39.95	40.97
	O	47.63	47.63	47.63	47.63	47.63	47.63	47.63	47.63	47.63	47.63
11	B	33.76	34.89	36.01	37.14	38.26	39.39	40.51	41.64	42.77	43.89
	O	47.63	47.63	47.63	47.63	47.63	47.63	47.63	47.63	47.63	47.63
12	B	40.47	41.81	43.16	44.51	45.86	47.21	48.56	49.91	51.26	52.61
	O	47.63	47.63	47.63	47.63	47.63	47.63	48.56	49.91	51.26	52.61
13	B	48.12	49.72	51.33	52.93	54.53	56.14	57.74	59.35	60.95	62.55
	O	48.12	49.72	51.33	52.93	54.53	56.14	57.74	59.35	60.95	62.55
14	B	56.86	58.76	60.65	62.55	64.44	66.34	68.23	70.13	72.02	73.92
	O	56.86	58.76	60.65	62.55	64.44	66.34	68.23	70.13	72.02	73.92
15	B	66.88	69.11	71.34	73.57	75.80	78.03	80.26	82.49	82.65	82.65
	O	66.88	69.11	71.34	73.57	75.80	78.03	80.26	82.49	82.65	82.65

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>