

SALARY TABLE 2021-SD (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.77%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA
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	\$ 12.27	\$ 12.68	\$ 13.09	\$ 13.50	\$ 13.91	\$ 14.15	\$ 14.55	\$ 14.96	\$ 14.97	\$ 15.35
	O	18.41	19.02	19.64	20.25	20.87	21.23	21.83	22.44	22.46	23.03
2	B	13.80	14.13	14.59	14.97	15.14	15.59	16.03	16.48	16.92	17.37
	O	20.70	21.20	21.89	22.46	22.71	23.39	24.05	24.72	25.38	26.06
3	B	18.07	18.57	19.07	19.57	20.08	20.58	21.08	21.58	22.08	22.58
	O	27.11	27.86	28.61	29.36	30.12	30.87	31.62	32.37	33.12	33.87
4	B	20.28	20.85	21.41	21.97	22.54	23.10	23.66	24.23	24.79	25.35
	O	30.42	31.28	32.12	32.96	33.81	34.65	35.49	36.35	37.19	38.03
5	B	23.32	23.96	24.59	25.22	25.85	26.48	27.11	27.74	28.37	29.00
	O	34.98	35.94	36.89	37.83	38.78	39.72	40.67	41.61	42.56	43.50
6	B	24.59	25.30	26.00	26.70	27.40	28.11	28.81	29.51	30.22	30.92
	O	36.89	37.95	39.00	40.05	41.10	42.17	43.22	44.27	45.33	46.38
7	B	26.55	27.33	28.11	28.89	29.67	30.45	31.24	32.02	32.80	33.58
	O	39.83	41.00	42.17	43.34	44.51	45.68	46.86	48.03	48.92	48.92
8	B	27.67	28.54	29.40	30.27	31.13	32.00	32.86	33.73	34.59	35.46
	O	41.51	42.81	44.10	45.41	46.70	48.00	48.92	48.92	48.92	48.92
9	B	29.61	30.56	31.52	32.47	33.43	34.39	35.34	36.30	37.25	38.21
	O	44.42	45.84	47.28	48.71	48.92	48.92	48.92	48.92	48.92	48.92
10	B	32.61	33.66	34.71	35.76	36.82	37.87	38.92	39.97	41.02	42.08
	O	48.92	48.92	48.92	48.92	48.92	48.92	48.92	48.92	48.92	48.92
11	B	34.67	35.83	36.98	38.14	39.29	40.45	41.60	42.76	43.92	45.07
	O	48.92	48.92	48.92	48.92	48.92	48.92	48.92	48.92	48.92	48.92
12	B	41.55	42.94	44.33	45.71	47.10	48.48	49.87	51.25	52.64	54.02
	O	48.92	48.92	48.92	48.92	48.92	48.92	49.87	51.25	52.64	54.02
13	B	49.41	51.06	52.71	54.35	56.00	57.65	59.30	60.94	62.59	64.24
	O	49.41	51.06	52.71	54.35	56.00	57.65	59.30	60.94	62.59	64.24
14	B	58.39	60.34	62.28	64.23	66.18	68.12	70.07	72.02	73.96	75.91
	O	58.39	60.34	62.28	64.23	66.18	68.12	70.07	72.02	73.96	75.91
15	B	68.68	70.97	73.26	75.55	77.84	80.13	82.42	82.65	82.65	82.65
	O	68.68	70.97	73.26	75.55	77.84	80.13	82.42	82.65	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/>