

SALARY TABLE 2021-SF (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 41.44%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, 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	\$ 13.38	\$ 13.83	\$ 14.27	\$ 14.71	\$ 15.16	\$ 15.42	\$ 15.86	\$ 16.30	\$ 16.32	\$ 16.73
	O	20.07	20.75	21.41	22.07	22.74	23.13	23.79	24.45	24.48	25.10
2	B	15.04	15.40	15.90	16.32	16.50	16.99	17.47	17.96	18.44	18.93
	O	22.56	23.10	23.85	24.48	24.75	25.49	26.21	26.94	27.66	28.40
3	B	19.69	20.24	20.79	21.33	21.88	22.43	22.97	23.52	24.07	24.62
	O	29.54	30.36	31.19	32.00	32.82	33.65	34.46	35.28	36.11	36.93
4	B	22.11	22.72	23.34	23.95	24.56	25.18	25.79	26.41	27.02	27.63
	O	33.17	34.08	35.01	35.93	36.84	37.77	38.69	39.62	40.53	41.45
5	B	25.42	26.11	26.80	27.48	28.17	28.86	29.55	30.23	30.92	31.61
	O	38.13	39.17	40.20	41.22	42.26	43.29	44.33	45.35	46.38	47.42
6	B	26.81	27.57	28.34	29.10	29.87	30.63	31.40	32.17	32.93	33.70
	O	40.22	41.36	42.51	43.65	44.81	45.95	47.10	48.26	49.40	50.55
7	B	28.94	29.79	30.64	31.49	32.34	33.19	34.04	34.90	35.75	36.60
	O	43.41	44.69	45.96	47.24	48.51	49.79	51.06	52.35	53.31	53.31
8	B	30.16	31.10	32.05	32.99	33.93	34.88	35.82	36.76	37.70	38.65
	O	45.24	46.65	48.08	49.49	50.90	52.32	53.31	53.31	53.31	53.31
9	B	32.27	33.31	34.35	35.40	36.44	37.48	38.52	39.56	40.60	41.64
	O	48.41	49.97	51.53	53.10	53.31	53.31	53.31	53.31	53.31	53.31
10	B	35.54	36.69	37.83	38.98	40.13	41.27	42.42	43.57	44.71	45.86
	O	53.31	53.31	53.31	53.31	53.31	53.31	53.31	53.31	53.31	53.31
11	B	37.79	39.05	40.31	41.57	42.83	44.09	45.35	46.61	47.87	49.13
	O	53.31	53.31	53.31	53.31	53.31	53.31	53.31	53.31	53.31	53.31
12	B	45.29	46.80	48.31	49.82	51.33	52.84	54.35	55.86	57.37	58.88
	O	53.31	53.31	53.31	53.31	53.31	53.31	54.35	55.86	57.37	58.88
13	B	53.86	55.65	57.45	59.24	61.04	62.83	64.63	66.42	68.22	70.01
	O	53.86	55.65	57.45	59.24	61.04	62.83	64.63	66.42	68.22	70.01
14	B	63.64	65.76	67.89	70.01	72.13	74.25	76.37	78.49	80.61	82.65
	O	63.64	65.76	67.89	70.01	72.13	74.25	76.37	78.49	80.61	82.65
15	B	74.86	77.36	79.85	82.35	82.65	82.65	82.65	82.65	82.65	82.65
	O	74.86	77.36	79.85	82.35	82.65	82.65	82.65	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/>