

SALARY TABLE 2021-VB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.51%
FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC
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	\$ 11.02	\$ 11.39	\$ 11.75	\$ 12.12	\$ 12.49	\$ 12.70	\$ 13.06	\$ 13.43	\$ 13.44	\$ 13.78
	O	16.53	17.09	17.63	18.18	18.74	19.05	19.59	20.15	20.16	20.67
2	B	12.39	12.68	13.10	13.44	13.59	13.99	14.39	14.79	15.19	15.59
	O	18.59	19.02	19.65	20.16	20.39	20.99	21.59	22.19	22.79	23.39
3	B	16.22	16.67	17.12	17.57	18.02	18.47	18.93	19.38	19.83	20.28
	O	24.33	25.01	25.68	26.36	27.03	27.71	28.40	29.07	29.75	30.42
4	B	18.21	18.72	19.22	19.73	20.23	20.74	21.25	21.75	22.26	22.76
	O	27.32	28.08	28.83	29.60	30.35	31.11	31.88	32.63	33.39	34.14
5	B	20.94	21.51	22.07	22.64	23.21	23.77	24.34	24.90	25.47	26.04
	O	31.41	32.27	33.11	33.96	34.82	35.66	36.51	37.35	38.21	39.06
6	B	22.08	22.71	23.34	23.97	24.60	25.24	25.87	26.50	27.13	27.76
	O	33.12	34.07	35.01	35.96	36.90	37.86	38.81	39.75	40.70	41.64
7	B	23.84	24.54	25.24	25.94	26.64	27.34	28.04	28.75	29.45	30.15
	O	35.76	36.81	37.86	38.91	39.96	41.01	42.06	43.13	43.92	43.92
8	B	24.85	25.62	26.40	27.18	27.95	28.73	29.51	30.28	31.06	31.83
	O	37.28	38.43	39.60	40.77	41.93	43.10	43.92	43.92	43.92	43.92
9	B	26.58	27.44	28.30	29.16	30.01	30.87	31.73	32.59	33.44	34.30
	O	39.87	41.16	42.45	43.74	43.92	43.92	43.92	43.92	43.92	43.92
10	B	29.28	30.22	31.16	32.11	33.05	34.00	34.94	35.89	36.83	37.78
	O	43.92	43.92	43.92	43.92	43.92	43.92	43.92	43.92	43.92	43.92
11	B	31.13	32.16	33.20	34.24	35.28	36.32	37.35	38.39	39.43	40.47
	O	43.92	43.92	43.92	43.92	43.92	43.92	43.92	43.92	43.92	43.92
12	B	37.31	38.55	39.80	41.04	42.28	43.53	44.77	46.01	47.26	48.50
	O	43.92	43.92	43.92	43.92	43.92	43.92	44.77	46.01	47.26	48.50
13	B	44.36	45.84	47.32	48.80	50.28	51.76	53.24	54.72	56.20	57.67
	O	44.36	45.84	47.32	48.80	50.28	51.76	53.24	54.72	56.20	57.67
14	B	52.43	54.17	55.92	57.67	59.41	61.16	62.91	64.66	66.40	68.15
	O	52.43	54.17	55.92	57.67	59.41	61.16	62.91	64.66	66.40	68.15
15	B	61.67	63.72	65.78	67.83	69.89	71.94	74.00	76.05	78.11	80.17
	O	61.67	63.72	65.78	67.83	69.89	71.94	74.00	76.05	78.11	80.17

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/>