

SALARY TABLE 2021-GL (LEO)
SPECIAL BASE RATES FOR LAW ENFORCEMENT OFFICERS AT GRADES 3 TO 10
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | WITHIN GRADE AMOUNTS |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------------------|
| 3 | \$ 29,058 | \$ 29,865 | \$ 30,672 | \$ 31,479 | \$ 32,286 | \$ 33,093 | \$ 33,900 | \$ 34,707 | \$ 35,514 | \$ 36,321 | \$ 807 |
| 4 | 32,620 | 33,526 | 34,432 | 35,338 | 36,244 | 37,150 | 38,056 | 38,962 | 39,868 | 40,774 | 906 |
| 5 | 37,512 | 38,526 | 39,540 | 40,554 | 41,568 | 42,582 | 43,596 | 44,610 | 45,624 | 46,638 | 1,014 |
| 6 | 39,553 | 40,683 | 41,813 | 42,943 | 44,073 | 45,203 | 46,333 | 47,463 | 48,593 | 49,723 | 1,130 |
| 7 | 42,698 | 43,954 | 45,210 | 46,466 | 47,722 | 48,978 | 50,234 | 51,490 | 52,746 | 54,002 | 1,256 |
| 8 | 44,505 | 45,896 | 47,287 | 48,678 | 50,069 | 51,460 | 52,851 | 54,242 | 55,633 | 57,024 | 1,391 |
| 9 | 47,619 | 49,155 | 50,691 | 52,227 | 53,763 | 55,299 | 56,835 | 58,371 | 59,907 | 61,443 | 1,536 |
| 10 | 52,440 | 54,132 | 55,824 | 57,516 | 59,208 | 60,900 | 62,592 | 64,284 | 65,976 | 67,668 | 1,692 |

NOTE: These special base rates for law enforcement officers (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. By law, these rates must be the basis for computing locality payments. (5 CFR part 531, subpart F.)

SALARY TABLE 2021-GX (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND NO LOCALITY PAYMENT
FOR AREAS OUTSIDE THE UNITED STATES
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 19,738 | \$ 20,400 | \$ 21,056 | \$ 21,709 | \$ 22,365 | \$ 22,749 | \$ 23,398 | \$ 24,052 | \$ 24,078 | \$ 24,690 |
| 2 | 22,194 | 22,722 | 23,457 | 24,078 | 24,349 | 25,065 | 25,781 | 26,497 | 27,213 | 27,929 |
| 3 | 29,058 | 29,865 | 30,672 | 31,479 | 32,286 | 33,093 | 33,900 | 34,707 | 35,514 | 36,321 |
| 4 | 32,620 | 33,526 | 34,432 | 35,338 | 36,244 | 37,150 | 38,056 | 38,962 | 39,868 | 40,774 |
| 5 | 37,512 | 38,526 | 39,540 | 40,554 | 41,568 | 42,582 | 43,596 | 44,610 | 45,624 | 46,638 |
| 6 | 39,553 | 40,683 | 41,813 | 42,943 | 44,073 | 45,203 | 46,333 | 47,463 | 48,593 | 49,723 |
| 7 | 42,698 | 43,954 | 45,210 | 46,466 | 47,722 | 48,978 | 50,234 | 51,490 | 52,746 | 54,002 |
| 8 | 44,505 | 45,896 | 47,287 | 48,678 | 50,069 | 51,460 | 52,851 | 54,242 | 55,633 | 57,024 |
| 9 | 47,619 | 49,155 | 50,691 | 52,227 | 53,763 | 55,299 | 56,835 | 58,371 | 59,907 | 61,443 |
| 10 | 52,440 | 54,132 | 55,824 | 57,516 | 59,208 | 60,900 | 62,592 | 64,284 | 65,976 | 67,668 |
| 11 | 55,756 | 57,615 | 59,474 | 61,333 | 63,192 | 65,051 | 66,910 | 68,769 | 70,628 | 72,487 |
| 12 | 66,829 | 69,057 | 71,285 | 73,513 | 75,741 | 77,969 | 80,197 | 82,425 | 84,653 | 86,881 |
| 13 | 79,468 | 82,117 | 84,766 | 87,415 | 90,064 | 92,713 | 95,362 | 98,011 | 100,660 | 103,309 |
| 14 | 93,907 | 97,037 | 100,167 | 103,297 | 106,427 | 109,557 | 112,687 | 115,817 | 118,947 | 122,077 |
| 15 | 110,460 | 114,142 | 117,824 | 121,506 | 125,188 | 128,870 | 132,552 | 136,234 | 139,916 | 143,598 |

NOTE: "Law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are entitled to 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. The LEO annual rates at other grades match the rates for other (non-LEO) employees.

SALARY TABLE 2021-AL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.88%
FOR THE LOCALITY PAY AREA OF ALBANY-SCHENECTADY, NY-MA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,267 | \$ 24,048 | \$ 24,821 | \$ 25,591 | \$ 26,364 | \$ 26,817 | \$ 27,582 | \$ 28,352 | \$ 28,383 | \$ 29,105 |
| 2 | 26,162 | 26,785 | 27,651 | 28,383 | 28,703 | 29,547 | 30,391 | 31,235 | 32,079 | 32,923 |
| 3 | 34,254 | 35,205 | 36,156 | 37,107 | 38,059 | 39,010 | 39,961 | 40,913 | 41,864 | 42,815 |
| 4 | 38,452 | 39,520 | 40,588 | 41,656 | 42,724 | 43,792 | 44,860 | 45,928 | 46,996 | 48,064 |
| 5 | 44,219 | 45,414 | 46,610 | 47,805 | 49,000 | 50,196 | 51,391 | 52,586 | 53,782 | 54,977 |
| 6 | 46,625 | 47,957 | 49,289 | 50,621 | 51,953 | 53,285 | 54,617 | 55,949 | 57,281 | 58,613 |
| 7 | 50,332 | 51,813 | 53,294 | 54,774 | 56,255 | 57,735 | 59,216 | 60,696 | 62,177 | 63,658 |
| 8 | 52,462 | 54,102 | 55,742 | 57,382 | 59,021 | 60,661 | 62,301 | 63,940 | 65,580 | 67,220 |
| 9 | 56,133 | 57,944 | 59,755 | 61,565 | 63,376 | 65,186 | 66,997 | 68,808 | 70,618 | 72,429 |
| 10 | 61,816 | 63,811 | 65,805 | 67,800 | 69,794 | 71,789 | 73,783 | 75,778 | 77,773 | 79,767 |
| 11 | 65,725 | 67,917 | 70,108 | 72,299 | 74,491 | 76,682 | 78,874 | 81,065 | 83,256 | 85,448 |
| 12 | 78,778 | 81,404 | 84,031 | 86,657 | 89,283 | 91,910 | 94,536 | 97,163 | 99,789 | 102,415 |
| 13 | 93,677 | 96,800 | 99,922 | 103,045 | 106,167 | 109,290 | 112,413 | 115,535 | 118,658 | 121,781 |
| 14 | 110,698 | 114,387 | 118,077 | 121,767 | 125,456 | 129,146 | 132,835 | 136,525 | 140,215 | 143,904 |
| 15 | 130,210 | 134,551 | 138,891 | 143,231 | 147,572 | 151,912 | 156,252 | 160,593 | 164,933 | 169,273 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-AQ (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.68%
FOR THE LOCALITY PAY AREA OF ALBUQUERQUE-SANTA FE-LAS VEGAS, NM
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,030 | \$ 23,803 | \$ 24,568 | \$ 25,330 | \$ 26,095 | \$ 26,544 | \$ 27,301 | \$ 28,064 | \$ 28,094 | \$ 28,808 |
| 2 | 25,896 | 26,512 | 27,370 | 28,094 | 28,410 | 29,246 | 30,081 | 30,917 | 31,752 | 32,588 |
| 3 | 33,905 | 34,846 | 35,788 | 36,730 | 37,671 | 38,613 | 39,555 | 40,496 | 41,438 | 42,379 |
| 4 | 38,061 | 39,118 | 40,175 | 41,232 | 42,289 | 43,347 | 44,404 | 45,461 | 46,518 | 47,575 |
| 5 | 43,769 | 44,952 | 46,135 | 47,318 | 48,502 | 49,685 | 50,868 | 52,051 | 53,234 | 54,417 |
| 6 | 46,150 | 47,469 | 48,787 | 50,106 | 51,424 | 52,743 | 54,061 | 55,380 | 56,698 | 58,017 |
| 7 | 49,820 | 51,286 | 52,751 | 54,217 | 55,682 | 57,148 | 58,613 | 60,079 | 61,544 | 63,010 |
| 8 | 51,928 | 53,551 | 55,174 | 56,797 | 58,421 | 60,044 | 61,667 | 63,290 | 64,913 | 66,536 |
| 9 | 55,562 | 57,354 | 59,146 | 60,938 | 62,731 | 64,523 | 66,315 | 68,107 | 69,899 | 71,692 |
| 10 | 61,187 | 63,161 | 65,135 | 67,110 | 69,084 | 71,058 | 73,032 | 75,007 | 76,981 | 78,955 |
| 11 | 65,056 | 67,225 | 69,394 | 71,563 | 73,732 | 75,902 | 78,071 | 80,240 | 82,409 | 84,578 |
| 12 | 77,976 | 80,576 | 83,175 | 85,775 | 88,375 | 90,974 | 93,574 | 96,173 | 98,773 | 101,373 |
| 13 | 92,723 | 95,814 | 98,905 | 101,996 | 105,087 | 108,178 | 111,268 | 114,359 | 117,450 | 120,541 |
| 14 | 109,571 | 113,223 | 116,875 | 120,527 | 124,179 | 127,831 | 131,483 | 135,135 | 138,787 | 142,439 |
| 15 | 128,885 | 133,181 | 137,477 | 141,773 | 146,069 | 150,366 | 154,662 | 158,958 | 163,254 | 167,550 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-ATL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.16%
FOR THE LOCALITY PAY AREA OF ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 24,112 | \$ 24,921 | \$ 25,722 | \$ 26,520 | \$ 27,321 | \$ 27,790 | \$ 28,583 | \$ 29,382 | \$ 29,414 | \$ 30,161 |
| 2 | 27,112 | 27,757 | 28,655 | 29,414 | 29,745 | 30,619 | 31,494 | 32,369 | 33,243 | 34,118 |
| 3 | 35,497 | 36,483 | 37,469 | 38,455 | 39,441 | 40,426 | 41,412 | 42,398 | 43,384 | 44,370 |
| 4 | 39,849 | 40,955 | 42,062 | 43,169 | 44,276 | 45,382 | 46,489 | 47,596 | 48,703 | 49,810 |
| 5 | 45,825 | 47,063 | 48,302 | 49,541 | 50,779 | 52,018 | 53,257 | 54,496 | 55,734 | 56,973 |
| 6 | 48,318 | 49,698 | 51,079 | 52,459 | 53,840 | 55,220 | 56,600 | 57,981 | 59,361 | 60,742 |
| 7 | 52,160 | 53,694 | 55,229 | 56,763 | 58,297 | 59,832 | 61,366 | 62,900 | 64,435 | 65,969 |
| 8 | 54,367 | 56,067 | 57,766 | 59,465 | 61,164 | 62,864 | 64,563 | 66,262 | 67,961 | 69,661 |
| 9 | 58,171 | 60,048 | 61,924 | 63,801 | 65,677 | 67,553 | 69,430 | 71,306 | 73,182 | 75,059 |
| 10 | 64,061 | 66,128 | 68,195 | 70,262 | 72,328 | 74,395 | 76,462 | 78,529 | 80,596 | 82,663 |
| 11 | 68,112 | 70,382 | 72,653 | 74,924 | 77,195 | 79,466 | 81,737 | 84,008 | 86,279 | 88,550 |
| 12 | 81,638 | 84,360 | 87,082 | 89,803 | 92,525 | 95,247 | 97,969 | 100,690 | 103,412 | 106,134 |
| 13 | 97,078 | 100,314 | 103,550 | 106,786 | 110,022 | 113,258 | 116,494 | 119,730 | 122,966 | 126,202 |
| 14 | 114,717 | 118,540 | 122,364 | 126,188 | 130,011 | 133,835 | 137,658 | 141,482 | 145,306 | 149,129 |
| 15 | 134,938 | 139,436 | 143,934 | 148,432 | 152,930 | 157,428 | 161,926 | 166,423 | 170,921 | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-AU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.17%
FOR THE LOCALITY PAY AREA OF AUSTIN-ROUND ROCK, TX
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,324 | \$ 24,107 | \$ 24,882 | \$ 25,654 | \$ 26,429 | \$ 26,882 | \$ 27,649 | \$ 28,422 | \$ 28,453 | \$ 29,176 |
| 2 | 26,227 | 26,851 | 27,719 | 28,453 | 28,773 | 29,619 | 30,465 | 31,312 | 32,158 | 33,004 |
| 3 | 34,338 | 35,291 | 36,245 | 37,199 | 38,152 | 39,106 | 40,060 | 41,013 | 41,967 | 42,921 |
| 4 | 38,547 | 39,618 | 40,688 | 41,759 | 42,830 | 43,900 | 44,971 | 46,041 | 47,112 | 48,183 |
| 5 | 44,328 | 45,526 | 46,724 | 47,923 | 49,121 | 50,319 | 51,517 | 52,716 | 53,914 | 55,112 |
| 6 | 46,740 | 48,075 | 49,410 | 50,746 | 52,081 | 53,416 | 54,752 | 56,087 | 57,422 | 58,758 |
| 7 | 50,456 | 51,940 | 53,425 | 54,909 | 56,393 | 57,877 | 59,362 | 60,846 | 62,330 | 63,814 |
| 8 | 52,592 | 54,235 | 55,879 | 57,523 | 59,167 | 60,810 | 62,454 | 64,098 | 65,742 | 67,385 |
| 9 | 56,271 | 58,086 | 59,902 | 61,717 | 63,532 | 65,347 | 67,162 | 68,977 | 70,792 | 72,607 |
| 10 | 61,968 | 63,968 | 65,967 | 67,967 | 69,966 | 71,966 | 73,965 | 75,964 | 77,964 | 79,963 |
| 11 | 65,887 | 68,084 | 70,280 | 72,477 | 74,674 | 76,871 | 79,068 | 81,264 | 83,461 | 85,658 |
| 12 | 78,972 | 81,605 | 84,237 | 86,870 | 89,503 | 92,136 | 94,769 | 97,402 | 100,034 | 102,667 |
| 13 | 93,907 | 97,038 | 100,168 | 103,298 | 106,429 | 109,559 | 112,689 | 115,820 | 118,950 | 122,080 |
| 14 | 110,970 | 114,669 | 118,367 | 122,066 | 125,765 | 129,464 | 133,162 | 136,861 | 140,560 | 144,258 |
| 15 | 130,531 | 134,882 | 139,233 | 143,584 | 147,935 | 152,286 | 156,637 | 160,988 | 165,339 | 169,690 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-BH (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.26%
FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 22,947 | \$ 23,717 | \$ 24,480 | \$ 25,239 | \$ 26,002 | \$ 26,448 | \$ 27,203 | \$ 27,963 | \$ 27,993 | \$ 28,705 |
| 2 | 25,803 | 26,417 | 27,271 | 27,993 | 28,308 | 29,141 | 29,973 | 30,805 | 31,638 | 32,470 |
| 3 | 33,783 | 34,721 | 35,659 | 36,597 | 37,536 | 38,474 | 39,412 | 40,350 | 41,289 | 42,227 |
| 4 | 37,924 | 38,977 | 40,031 | 41,084 | 42,137 | 43,191 | 44,244 | 45,297 | 46,351 | 47,404 |
| 5 | 43,611 | 44,790 | 45,969 | 47,148 | 48,327 | 49,506 | 50,685 | 51,864 | 53,042 | 54,221 |
| 6 | 45,984 | 47,298 | 48,612 | 49,926 | 51,239 | 52,553 | 53,867 | 55,180 | 56,494 | 57,808 |
| 7 | 49,641 | 51,101 | 52,561 | 54,021 | 55,482 | 56,942 | 58,402 | 59,862 | 61,322 | 62,783 |
| 8 | 51,742 | 53,359 | 54,976 | 56,593 | 58,210 | 59,827 | 61,445 | 63,062 | 64,679 | 66,296 |
| 9 | 55,362 | 57,148 | 58,933 | 60,719 | 62,505 | 64,291 | 66,076 | 67,862 | 69,648 | 71,434 |
| 10 | 60,967 | 62,934 | 64,901 | 66,868 | 68,835 | 70,802 | 72,769 | 74,737 | 76,704 | 78,671 |
| 11 | 64,822 | 66,983 | 69,144 | 71,306 | 73,467 | 75,628 | 77,790 | 79,951 | 82,112 | 84,273 |
| 12 | 77,695 | 80,286 | 82,876 | 85,466 | 88,056 | 90,647 | 93,237 | 95,827 | 98,418 | 101,008 |
| 13 | 92,389 | 95,469 | 98,549 | 101,629 | 104,708 | 107,788 | 110,868 | 113,948 | 117,027 | 120,107 |
| 14 | 109,176 | 112,815 | 116,454 | 120,093 | 123,732 | 127,371 | 131,010 | 134,649 | 138,288 | 141,927 |
| 15 | 128,421 | 132,701 | 136,982 | 141,263 | 145,544 | 149,824 | 154,105 | 158,386 | 162,666 | 166,947 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-BOS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.11%
FOR THE LOCALITY PAY AREA OF BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-ME
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 25,484 | \$ 26,338 | \$ 27,185 | \$ 28,028 | \$ 28,875 | \$ 29,371 | \$ 30,209 | \$ 31,054 | \$ 31,087 | \$ 31,877 |
| 2 | 28,655 | 29,336 | 30,285 | 31,087 | 31,437 | 32,361 | 33,286 | 34,210 | 35,135 | 36,059 |
| 3 | 37,517 | 38,559 | 39,601 | 40,643 | 41,684 | 42,726 | 43,768 | 44,810 | 45,852 | 46,894 |
| 4 | 42,116 | 43,285 | 44,455 | 45,625 | 46,795 | 47,964 | 49,134 | 50,304 | 51,474 | 52,643 |
| 5 | 48,432 | 49,741 | 51,050 | 52,359 | 53,668 | 54,978 | 56,287 | 57,596 | 58,905 | 60,214 |
| 6 | 51,067 | 52,526 | 53,985 | 55,444 | 56,903 | 58,362 | 59,821 | 61,279 | 62,738 | 64,197 |
| 7 | 55,127 | 56,749 | 58,371 | 59,992 | 61,614 | 63,235 | 64,857 | 66,479 | 68,100 | 69,722 |
| 8 | 57,460 | 59,256 | 61,052 | 62,848 | 64,644 | 66,440 | 68,236 | 70,032 | 71,828 | 73,624 |
| 9 | 61,481 | 63,464 | 65,447 | 67,430 | 69,413 | 71,397 | 73,380 | 75,363 | 77,346 | 79,329 |
| 10 | 67,705 | 69,890 | 72,074 | 74,259 | 76,443 | 78,628 | 80,813 | 82,997 | 85,182 | 87,366 |
| 11 | 71,987 | 74,387 | 76,787 | 79,187 | 81,587 | 83,987 | 86,388 | 88,788 | 91,188 | 93,588 |
| 12 | 86,283 | 89,159 | 92,036 | 94,913 | 97,789 | 100,666 | 103,542 | 106,419 | 109,295 | 112,172 |
| 13 | 102,601 | 106,021 | 109,441 | 112,862 | 116,282 | 119,702 | 123,122 | 126,542 | 129,962 | 133,382 |
| 14 | 121,243 | 125,284 | 129,326 | 133,367 | 137,408 | 141,449 | 145,490 | 149,531 | 153,572 | 157,614 |
| 15 | 142,615 | 147,369 | 152,123 | 156,876 | 161,630 | 166,384 | 171,138 | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-BU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.20%
FOR THE LOCALITY PAY AREA OF BUFFALO-CHEEKTOWAGA, NY
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,725 | \$ 24,521 | \$ 25,309 | \$ 26,094 | \$ 26,883 | \$ 27,344 | \$ 28,124 | \$ 28,911 | \$ 28,942 | \$ 29,677 |
| 2 | 26,677 | 27,312 | 28,195 | 28,942 | 29,267 | 30,128 | 30,989 | 31,849 | 32,710 | 33,571 |
| 3 | 34,928 | 35,898 | 36,868 | 37,838 | 38,808 | 39,778 | 40,748 | 41,718 | 42,688 | 43,658 |
| 4 | 39,209 | 40,298 | 41,387 | 42,476 | 43,565 | 44,654 | 45,743 | 46,832 | 47,921 | 49,010 |
| 5 | 45,089 | 46,308 | 47,527 | 48,746 | 49,965 | 51,184 | 52,402 | 53,621 | 54,840 | 56,059 |
| 6 | 47,543 | 48,901 | 50,259 | 51,617 | 52,976 | 54,334 | 55,692 | 57,051 | 58,409 | 59,767 |
| 7 | 51,323 | 52,833 | 54,342 | 55,852 | 57,362 | 58,872 | 60,381 | 61,891 | 63,401 | 64,910 |
| 8 | 53,495 | 55,167 | 56,839 | 58,511 | 60,183 | 61,855 | 63,527 | 65,199 | 66,871 | 68,543 |
| 9 | 57,238 | 59,084 | 60,931 | 62,777 | 64,623 | 66,469 | 68,316 | 70,162 | 72,008 | 73,854 |
| 10 | 63,033 | 65,067 | 67,100 | 69,134 | 71,168 | 73,202 | 75,236 | 77,269 | 79,303 | 81,337 |
| 11 | 67,019 | 69,253 | 71,488 | 73,722 | 75,957 | 78,191 | 80,426 | 82,660 | 84,895 | 87,129 |
| 12 | 80,328 | 83,007 | 85,685 | 88,363 | 91,041 | 93,719 | 96,397 | 99,075 | 101,753 | 104,431 |
| 13 | 95,521 | 98,705 | 101,889 | 105,073 | 108,257 | 111,441 | 114,625 | 117,809 | 120,993 | 124,177 |
| 14 | 112,876 | 116,638 | 120,401 | 124,163 | 127,925 | 131,688 | 135,450 | 139,212 | 142,974 | 146,737 |
| 15 | 132,773 | 137,199 | 141,624 | 146,050 | 150,476 | 154,902 | 159,328 | 163,753 | 168,179 | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-BN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.89%
FOR THE LOCALITY PAY AREA OF BURLINGTON-SOUTH BURLINGTON, VT
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,072 | \$ 23,846 | \$ 24,612 | \$ 25,376 | \$ 26,142 | \$ 26,591 | \$ 27,350 | \$ 28,114 | \$ 28,145 | \$ 28,860 |
| 2 | 25,943 | 26,560 | 27,419 | 28,145 | 28,462 | 29,298 | 30,135 | 30,972 | 31,809 | 32,646 |
| 3 | 33,966 | 34,909 | 35,853 | 36,796 | 37,739 | 38,682 | 39,626 | 40,569 | 41,512 | 42,456 |
| 4 | 38,130 | 39,189 | 40,248 | 41,307 | 42,366 | 43,425 | 44,484 | 45,543 | 46,602 | 47,661 |
| 5 | 43,848 | 45,033 | 46,218 | 47,404 | 48,589 | 49,774 | 50,959 | 52,145 | 53,330 | 54,515 |
| 6 | 46,234 | 47,554 | 48,875 | 50,196 | 51,517 | 52,838 | 54,159 | 55,480 | 56,800 | 58,121 |
| 7 | 49,910 | 51,378 | 52,846 | 54,314 | 55,782 | 57,250 | 58,719 | 60,187 | 61,655 | 63,123 |
| 8 | 52,022 | 53,648 | 55,274 | 56,900 | 58,526 | 60,152 | 61,778 | 63,403 | 65,029 | 66,655 |
| 9 | 55,662 | 57,457 | 59,253 | 61,048 | 62,844 | 64,639 | 66,434 | 68,230 | 70,025 | 71,821 |
| 10 | 61,297 | 63,275 | 65,253 | 67,230 | 69,208 | 71,186 | 73,164 | 75,142 | 77,119 | 79,097 |
| 11 | 65,173 | 67,346 | 69,519 | 71,692 | 73,865 | 76,038 | 78,211 | 80,384 | 82,557 | 84,730 |
| 12 | 78,116 | 80,721 | 83,325 | 85,929 | 88,534 | 91,138 | 93,742 | 96,347 | 98,951 | 101,555 |
| 13 | 92,890 | 95,987 | 99,083 | 102,179 | 105,276 | 108,372 | 111,469 | 114,565 | 117,661 | 120,758 |
| 14 | 109,768 | 113,427 | 117,085 | 120,744 | 124,403 | 128,061 | 131,720 | 135,378 | 139,037 | 142,696 |
| 15 | 129,117 | 133,421 | 137,724 | 142,028 | 146,332 | 150,636 | 154,940 | 159,244 | 163,548 | 167,852 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-CT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.44%
FOR THE LOCALITY PAY AREA OF CHARLOTTE-CONCORD, NC-SC
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,180 | \$ 23,958 | \$ 24,728 | \$ 25,495 | \$ 26,265 | \$ 26,716 | \$ 27,479 | \$ 28,247 | \$ 28,277 | \$ 28,996 |
| 2 | 26,065 | 26,685 | 27,548 | 28,277 | 28,595 | 29,436 | 30,277 | 31,118 | 31,959 | 32,800 |
| 3 | 34,126 | 35,073 | 36,021 | 36,969 | 37,917 | 38,864 | 39,812 | 40,760 | 41,708 | 42,655 |
| 4 | 38,309 | 39,373 | 40,437 | 41,501 | 42,565 | 43,629 | 44,693 | 45,757 | 46,821 | 47,885 |
| 5 | 44,054 | 45,245 | 46,436 | 47,627 | 48,817 | 50,008 | 51,199 | 52,390 | 53,581 | 54,772 |
| 6 | 46,451 | 47,778 | 49,105 | 50,432 | 51,759 | 53,086 | 54,413 | 55,741 | 57,068 | 58,395 |
| 7 | 50,145 | 51,620 | 53,095 | 54,570 | 56,045 | 57,520 | 58,995 | 60,470 | 61,945 | 63,420 |
| 8 | 52,267 | 53,900 | 55,534 | 57,167 | 58,801 | 60,435 | 62,068 | 63,702 | 65,335 | 66,969 |
| 9 | 55,924 | 57,728 | 59,532 | 61,335 | 63,139 | 64,943 | 66,747 | 68,551 | 70,355 | 72,159 |
| 10 | 61,586 | 63,573 | 65,560 | 67,547 | 69,534 | 71,521 | 73,508 | 75,495 | 77,482 | 79,469 |
| 11 | 65,480 | 67,663 | 69,846 | 72,029 | 74,213 | 76,396 | 78,579 | 80,762 | 82,946 | 85,129 |
| 12 | 78,484 | 81,101 | 83,717 | 86,334 | 88,950 | 91,567 | 94,183 | 96,800 | 99,416 | 102,033 |
| 13 | 93,327 | 96,438 | 99,549 | 102,660 | 105,771 | 108,882 | 111,993 | 115,104 | 118,215 | 121,326 |
| 14 | 110,284 | 113,960 | 117,636 | 121,312 | 124,988 | 128,664 | 132,340 | 136,015 | 139,691 | 143,367 |
| 15 | 129,724 | 134,048 | 138,373 | 142,697 | 147,021 | 151,345 | 155,669 | 159,993 | 164,317 | 168,641 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-CHI (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 28.59%
FOR THE LOCALITY PAY AREA OF CHICAGO-NAPERVILLE, IL-IN-WI
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 25,381 | \$ 26,232 | \$ 27,076 | \$ 27,916 | \$ 28,759 | \$ 29,253 | \$ 30,087 | \$ 30,928 | \$ 30,962 | \$ 31,749 |
| 2 | 28,539 | 29,218 | 30,163 | 30,962 | 31,310 | 32,231 | 33,152 | 34,072 | 34,993 | 35,914 |
| 3 | 37,366 | 38,403 | 39,441 | 40,479 | 41,517 | 42,554 | 43,592 | 44,630 | 45,667 | 46,705 |
| 4 | 41,946 | 43,111 | 44,276 | 45,441 | 46,606 | 47,771 | 48,936 | 50,101 | 51,266 | 52,431 |
| 5 | 48,237 | 49,541 | 50,844 | 52,148 | 53,452 | 54,756 | 56,060 | 57,364 | 58,668 | 59,972 |
| 6 | 50,861 | 52,314 | 53,767 | 55,220 | 56,673 | 58,127 | 59,580 | 61,033 | 62,486 | 63,939 |
| 7 | 54,905 | 56,520 | 58,136 | 59,751 | 61,366 | 62,981 | 64,596 | 66,211 | 67,826 | 69,441 |
| 8 | 57,229 | 59,018 | 60,806 | 62,595 | 64,384 | 66,172 | 67,961 | 69,750 | 71,538 | 73,327 |
| 9 | 61,233 | 63,208 | 65,184 | 67,159 | 69,134 | 71,109 | 73,084 | 75,059 | 77,034 | 79,010 |
| 10 | 67,433 | 69,608 | 71,784 | 73,960 | 76,136 | 78,311 | 80,487 | 82,663 | 84,839 | 87,014 |
| 11 | 71,697 | 74,087 | 76,478 | 78,868 | 81,259 | 83,649 | 86,040 | 88,430 | 90,821 | 93,211 |
| 12 | 85,935 | 88,800 | 91,665 | 94,530 | 97,395 | 100,260 | 103,125 | 105,990 | 108,855 | 111,720 |
| 13 | 102,188 | 105,594 | 109,001 | 112,407 | 115,813 | 119,220 | 122,626 | 126,032 | 129,439 | 132,845 |
| 14 | 120,755 | 124,780 | 128,805 | 132,830 | 136,854 | 140,879 | 144,904 | 148,929 | 152,954 | 156,979 |
| 15 | 142,041 | 146,775 | 151,510 | 156,245 | 160,979 | 165,714 | 170,449 | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-CIN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.55%
FOR THE LOCALITY PAY AREA OF CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,794 | \$ 24,592 | \$ 25,383 | \$ 26,170 | \$ 26,961 | \$ 27,424 | \$ 28,206 | \$ 28,995 | \$ 29,026 | \$ 29,764 |
| 2 | 26,755 | 27,391 | 28,277 | 29,026 | 29,353 | 30,216 | 31,079 | 31,942 | 32,805 | 33,668 |
| 3 | 35,029 | 36,002 | 36,975 | 37,948 | 38,921 | 39,894 | 40,866 | 41,839 | 42,812 | 43,785 |
| 4 | 39,323 | 40,416 | 41,508 | 42,600 | 43,692 | 44,784 | 45,877 | 46,969 | 48,061 | 49,153 |
| 5 | 45,221 | 46,443 | 47,665 | 48,888 | 50,110 | 51,333 | 52,555 | 53,777 | 55,000 | 56,222 |
| 6 | 47,681 | 49,043 | 50,406 | 51,768 | 53,130 | 54,492 | 55,854 | 57,217 | 58,579 | 59,941 |
| 7 | 51,472 | 52,987 | 54,501 | 56,015 | 57,529 | 59,043 | 60,557 | 62,071 | 63,585 | 65,099 |
| 8 | 53,651 | 55,328 | 57,004 | 58,681 | 60,358 | 62,035 | 63,712 | 65,389 | 67,066 | 68,742 |
| 9 | 57,405 | 59,256 | 61,108 | 62,960 | 64,811 | 66,663 | 68,515 | 70,366 | 72,218 | 74,070 |
| 10 | 63,216 | 65,256 | 67,296 | 69,336 | 71,375 | 73,415 | 75,455 | 77,494 | 79,534 | 81,574 |
| 11 | 67,214 | 69,455 | 71,696 | 73,937 | 76,178 | 78,419 | 80,660 | 82,901 | 85,142 | 87,383 |
| 12 | 80,562 | 83,248 | 85,934 | 88,620 | 91,306 | 93,992 | 96,677 | 99,363 | 102,049 | 104,735 |
| 13 | 95,799 | 98,992 | 102,185 | 105,379 | 108,572 | 111,766 | 114,959 | 118,152 | 121,346 | 124,539 |
| 14 | 113,205 | 116,978 | 120,751 | 124,525 | 128,298 | 132,071 | 135,844 | 139,617 | 143,391 | 147,164 |
| 15 | 133,160 | 137,598 | 142,037 | 146,475 | 150,914 | 155,353 | 159,791 | 164,230 | 168,669 | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-CLE (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.82%
FOR THE LOCALITY PAY AREA OF CLEVELAND-AKRON-CANTON, OH
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,847 | \$ 24,647 | \$ 25,440 | \$ 26,229 | \$ 27,021 | \$ 27,485 | \$ 28,269 | \$ 29,060 | \$ 29,091 | \$ 29,830 |
| 2 | 26,815 | 27,453 | 28,341 | 29,091 | 29,418 | 30,284 | 31,149 | 32,014 | 32,879 | 33,744 |
| 3 | 35,108 | 36,083 | 37,058 | 38,033 | 39,008 | 39,983 | 40,958 | 41,933 | 42,908 | 43,883 |
| 4 | 39,411 | 40,506 | 41,601 | 42,695 | 43,790 | 44,885 | 45,979 | 47,074 | 48,169 | 49,263 |
| 5 | 45,322 | 46,547 | 47,772 | 48,997 | 50,222 | 51,448 | 52,673 | 53,898 | 55,123 | 56,348 |
| 6 | 47,788 | 49,153 | 50,518 | 51,884 | 53,249 | 54,614 | 55,980 | 57,345 | 58,710 | 60,075 |
| 7 | 51,588 | 53,105 | 54,623 | 56,140 | 57,658 | 59,175 | 60,693 | 62,210 | 63,728 | 65,245 |
| 8 | 53,771 | 55,452 | 57,132 | 58,813 | 60,493 | 62,174 | 63,855 | 65,535 | 67,216 | 68,896 |
| 9 | 57,533 | 59,389 | 61,245 | 63,101 | 64,956 | 66,812 | 68,668 | 70,524 | 72,380 | 74,235 |
| 10 | 63,358 | 65,402 | 67,447 | 69,491 | 71,535 | 73,579 | 75,624 | 77,668 | 79,712 | 81,756 |
| 11 | 67,364 | 69,610 | 71,856 | 74,103 | 76,349 | 78,595 | 80,841 | 83,087 | 85,333 | 87,579 |
| 12 | 80,743 | 83,435 | 86,127 | 88,818 | 91,510 | 94,202 | 96,894 | 99,586 | 102,278 | 104,970 |
| 13 | 96,013 | 99,214 | 102,414 | 105,615 | 108,815 | 112,016 | 115,216 | 118,417 | 121,617 | 124,818 |
| 14 | 113,458 | 117,240 | 121,022 | 124,803 | 128,585 | 132,367 | 136,148 | 139,930 | 143,712 | 147,493 |
| 15 | 133,458 | 137,906 | 142,355 | 146,804 | 151,252 | 155,701 | 160,149 | 164,598 | 169,047 | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-CS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.78%
FOR THE LOCALITY PAY AREA OF COLORADO SPRINGS, CO
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,247 | \$ 24,027 | \$ 24,800 | \$ 25,569 | \$ 26,341 | \$ 26,794 | \$ 27,558 | \$ 28,328 | \$ 28,359 | \$ 29,080 |
| 2 | 26,140 | 26,762 | 27,628 | 28,359 | 28,678 | 29,522 | 30,365 | 31,208 | 32,051 | 32,895 |
| 3 | 34,225 | 35,175 | 36,125 | 37,076 | 38,026 | 38,977 | 39,927 | 40,878 | 41,828 | 42,779 |
| 4 | 38,420 | 39,487 | 40,554 | 41,621 | 42,688 | 43,755 | 44,822 | 45,889 | 46,957 | 48,024 |
| 5 | 44,182 | 45,376 | 46,570 | 47,765 | 48,959 | 50,153 | 51,347 | 52,542 | 53,736 | 54,930 |
| 6 | 46,586 | 47,916 | 49,247 | 50,578 | 51,909 | 53,240 | 54,571 | 55,902 | 57,233 | 58,564 |
| 7 | 50,290 | 51,769 | 53,248 | 54,728 | 56,207 | 57,686 | 59,166 | 60,645 | 62,124 | 63,604 |
| 8 | 52,418 | 54,056 | 55,695 | 57,333 | 58,971 | 60,610 | 62,248 | 63,886 | 65,525 | 67,163 |
| 9 | 56,086 | 57,895 | 59,704 | 61,513 | 63,322 | 65,131 | 66,940 | 68,749 | 70,558 | 72,368 |
| 10 | 61,764 | 63,757 | 65,750 | 67,742 | 69,735 | 71,728 | 73,721 | 75,714 | 77,707 | 79,699 |
| 11 | 65,669 | 67,859 | 70,048 | 72,238 | 74,428 | 76,617 | 78,807 | 80,996 | 83,186 | 85,375 |
| 12 | 78,711 | 81,335 | 83,959 | 86,584 | 89,208 | 91,832 | 94,456 | 97,080 | 99,704 | 102,328 |
| 13 | 93,597 | 96,717 | 99,837 | 102,957 | 106,077 | 109,197 | 112,317 | 115,437 | 118,557 | 121,677 |
| 14 | 110,604 | 114,290 | 117,977 | 121,663 | 125,350 | 129,036 | 132,723 | 136,409 | 140,096 | 143,782 |
| 15 | 130,100 | 134,436 | 138,773 | 143,110 | 147,446 | 151,783 | 156,120 | 160,456 | 164,793 | 169,130 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-COL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.02%
FOR THE LOCALITY PAY AREA OF COLUMBUS-MARION-ZANESVILLE, OH
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,690 | \$ 24,484 | \$ 25,271 | \$ 26,055 | \$ 26,842 | \$ 27,303 | \$ 28,082 | \$ 28,867 | \$ 28,898 | \$ 29,633 |
| 2 | 26,637 | 27,271 | 28,153 | 28,898 | 29,224 | 30,083 | 30,942 | 31,802 | 32,661 | 33,520 |
| 3 | 34,875 | 35,844 | 36,813 | 37,781 | 38,750 | 39,718 | 40,687 | 41,655 | 42,624 | 43,592 |
| 4 | 39,151 | 40,238 | 41,325 | 42,413 | 43,500 | 44,587 | 45,675 | 46,762 | 47,850 | 48,937 |
| 5 | 45,022 | 46,239 | 47,456 | 48,673 | 49,890 | 51,107 | 52,324 | 53,541 | 54,758 | 55,975 |
| 6 | 47,472 | 48,828 | 50,184 | 51,540 | 52,896 | 54,253 | 55,609 | 56,965 | 58,321 | 59,678 |
| 7 | 51,246 | 52,754 | 54,261 | 55,768 | 57,276 | 58,783 | 60,291 | 61,798 | 63,306 | 64,813 |
| 8 | 53,415 | 55,084 | 56,754 | 58,423 | 60,093 | 61,762 | 63,432 | 65,101 | 66,771 | 68,440 |
| 9 | 57,152 | 58,996 | 60,839 | 62,683 | 64,526 | 66,370 | 68,213 | 70,057 | 71,900 | 73,744 |
| 10 | 62,938 | 64,969 | 67,000 | 69,031 | 71,061 | 73,092 | 75,123 | 77,154 | 79,184 | 81,215 |
| 11 | 66,918 | 69,150 | 71,381 | 73,612 | 75,843 | 78,074 | 80,305 | 82,537 | 84,768 | 86,999 |
| 12 | 80,208 | 82,882 | 85,556 | 88,230 | 90,904 | 93,578 | 96,252 | 98,926 | 101,601 | 104,275 |
| 13 | 95,377 | 98,557 | 101,736 | 104,915 | 108,095 | 111,274 | 114,453 | 117,633 | 120,812 | 123,991 |
| 14 | 112,707 | 116,464 | 120,220 | 123,977 | 127,734 | 131,490 | 135,247 | 139,004 | 142,760 | 146,517 |
| 15 | 132,574 | 136,993 | 141,412 | 145,832 | 150,251 | 154,670 | 159,089 | 163,508 | 167,927 | 172,346 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-CC (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.56%
FOR THE LOCALITY PAY AREA OF CORPUS CHRISTI-KINGSVILLE-ALICE, TX
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,007 | \$ 23,778 | \$ 24,543 | \$ 25,304 | \$ 26,069 | \$ 26,516 | \$ 27,273 | \$ 28,035 | \$ 28,065 | \$ 28,779 |
| 2 | 25,869 | 26,485 | 27,341 | 28,065 | 28,381 | 29,216 | 30,050 | 30,885 | 31,719 | 32,554 |
| 3 | 33,870 | 34,811 | 35,751 | 36,692 | 37,633 | 38,573 | 39,514 | 40,454 | 41,395 | 42,336 |
| 4 | 38,022 | 39,078 | 40,134 | 41,190 | 42,246 | 43,302 | 44,358 | 45,414 | 46,470 | 47,526 |
| 5 | 43,724 | 44,906 | 46,088 | 47,270 | 48,452 | 49,634 | 50,815 | 51,997 | 53,179 | 54,361 |
| 6 | 46,103 | 47,420 | 48,737 | 50,054 | 51,371 | 52,689 | 54,006 | 55,323 | 56,640 | 57,957 |
| 7 | 49,769 | 51,233 | 52,697 | 54,161 | 55,625 | 57,089 | 58,553 | 60,017 | 61,481 | 62,945 |
| 8 | 51,875 | 53,496 | 55,118 | 56,739 | 58,360 | 59,982 | 61,603 | 63,224 | 64,846 | 66,467 |
| 9 | 55,505 | 57,295 | 59,085 | 60,876 | 62,666 | 64,457 | 66,247 | 68,037 | 69,828 | 71,618 |
| 10 | 61,124 | 63,096 | 65,068 | 67,041 | 69,013 | 70,985 | 72,957 | 74,929 | 76,902 | 78,874 |
| 11 | 64,989 | 67,156 | 69,323 | 71,490 | 73,657 | 75,823 | 77,990 | 80,157 | 82,324 | 84,491 |
| 12 | 77,896 | 80,493 | 83,090 | 85,687 | 88,284 | 90,881 | 93,478 | 96,075 | 98,672 | 101,268 |
| 13 | 92,628 | 95,716 | 98,803 | 101,891 | 104,979 | 108,066 | 111,154 | 114,242 | 117,329 | 120,417 |
| 14 | 109,458 | 113,106 | 116,755 | 120,403 | 124,051 | 127,700 | 131,348 | 134,996 | 138,645 | 142,293 |
| 15 | 128,752 | 133,044 | 137,336 | 141,627 | 145,919 | 150,211 | 154,503 | 158,794 | 163,086 | 167,378 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-DFW (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.98%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 24,669 | \$ 25,496 | \$ 26,316 | \$ 27,132 | \$ 27,952 | \$ 28,432 | \$ 29,243 | \$ 30,060 | \$ 30,093 | \$ 30,858 |
| 2 | 27,738 | 28,398 | 29,317 | 30,093 | 30,431 | 31,326 | 32,221 | 33,116 | 34,011 | 34,906 |
| 3 | 36,317 | 37,325 | 38,334 | 39,342 | 40,351 | 41,360 | 42,368 | 43,377 | 44,385 | 45,394 |
| 4 | 40,768 | 41,901 | 43,033 | 44,165 | 45,298 | 46,430 | 47,562 | 48,695 | 49,827 | 50,959 |
| 5 | 46,882 | 48,150 | 49,417 | 50,684 | 51,952 | 53,219 | 54,486 | 55,754 | 57,021 | 58,288 |
| 6 | 49,433 | 50,846 | 52,258 | 53,670 | 55,082 | 56,495 | 57,907 | 59,319 | 60,732 | 62,144 |
| 7 | 53,364 | 54,934 | 56,503 | 58,073 | 59,643 | 61,213 | 62,782 | 64,352 | 65,922 | 67,492 |
| 8 | 55,622 | 57,361 | 59,099 | 60,838 | 62,576 | 64,315 | 66,053 | 67,792 | 69,530 | 71,269 |
| 9 | 59,514 | 61,434 | 63,354 | 65,273 | 67,193 | 69,113 | 71,032 | 72,952 | 74,872 | 76,791 |
| 10 | 65,540 | 67,654 | 69,769 | 71,883 | 73,998 | 76,113 | 78,227 | 80,342 | 82,457 | 84,571 |
| 11 | 69,684 | 72,007 | 74,331 | 76,654 | 78,977 | 81,301 | 83,624 | 85,947 | 88,271 | 90,594 |
| 12 | 83,523 | 86,307 | 89,092 | 91,877 | 94,661 | 97,446 | 100,230 | 103,015 | 105,799 | 108,584 |
| 13 | 99,319 | 102,630 | 105,941 | 109,251 | 112,562 | 115,873 | 119,183 | 122,494 | 125,805 | 129,116 |
| 14 | 117,365 | 121,277 | 125,189 | 129,101 | 133,012 | 136,924 | 140,836 | 144,748 | 148,660 | 152,572 |
| 15 | 138,053 | 142,655 | 147,256 | 151,858 | 156,460 | 161,062 | 165,663 | 170,265 | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-DV (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.04%
FOR THE LOCALITY PAY AREA OF DAVENPORT-MOLINE, IA-IL
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,101 | \$ 23,876 | \$ 24,644 | \$ 25,408 | \$ 26,176 | \$ 26,625 | \$ 27,385 | \$ 28,150 | \$ 28,181 | \$ 28,897 |
| 2 | 25,976 | 26,594 | 27,454 | 28,181 | 28,498 | 29,336 | 30,174 | 31,012 | 31,850 | 32,688 |
| 3 | 34,009 | 34,954 | 35,899 | 36,843 | 37,788 | 38,732 | 39,677 | 40,621 | 41,566 | 42,510 |
| 4 | 38,178 | 39,239 | 40,299 | 41,360 | 42,420 | 43,480 | 44,541 | 45,601 | 46,662 | 47,722 |
| 5 | 43,904 | 45,091 | 46,278 | 47,464 | 48,651 | 49,838 | 51,025 | 52,212 | 53,398 | 54,585 |
| 6 | 46,293 | 47,615 | 48,938 | 50,260 | 51,583 | 52,906 | 54,228 | 55,551 | 56,873 | 58,196 |
| 7 | 49,974 | 51,444 | 52,914 | 54,384 | 55,854 | 57,324 | 58,794 | 60,264 | 61,734 | 63,204 |
| 8 | 52,089 | 53,717 | 55,345 | 56,973 | 58,601 | 60,229 | 61,857 | 63,485 | 65,113 | 66,741 |
| 9 | 55,733 | 57,531 | 59,329 | 61,126 | 62,924 | 64,722 | 66,520 | 68,317 | 70,115 | 71,913 |
| 10 | 61,376 | 63,356 | 65,336 | 67,317 | 69,297 | 71,277 | 73,258 | 75,238 | 77,218 | 79,199 |
| 11 | 65,257 | 67,433 | 69,608 | 71,784 | 73,960 | 76,136 | 78,311 | 80,487 | 82,663 | 84,839 |
| 12 | 78,217 | 80,824 | 83,432 | 86,040 | 88,647 | 91,255 | 93,863 | 96,470 | 99,078 | 101,686 |
| 13 | 93,009 | 96,110 | 99,210 | 102,311 | 105,411 | 108,511 | 111,612 | 114,712 | 117,812 | 120,913 |
| 14 | 109,909 | 113,572 | 117,235 | 120,899 | 124,562 | 128,226 | 131,889 | 135,552 | 139,216 | 142,879 |
| 15 | 129,282 | 133,592 | 137,901 | 142,211 | 146,520 | 150,829 | 155,139 | 159,448 | 163,758 | 168,067 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-DAY (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.18%
FOR THE LOCALITY PAY AREA OF DAYTON-SPRINGFIELD-SIDNEY, OH
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,524 | \$ 24,313 | \$ 25,095 | \$ 25,873 | \$ 26,655 | \$ 27,112 | \$ 27,886 | \$ 28,665 | \$ 28,696 | \$ 29,426 |
| 2 | 26,451 | 27,080 | 27,956 | 28,696 | 29,019 | 29,872 | 30,726 | 31,579 | 32,432 | 33,286 |
| 3 | 34,631 | 35,593 | 36,555 | 37,517 | 38,478 | 39,440 | 40,402 | 41,364 | 42,326 | 43,287 |
| 4 | 38,877 | 39,956 | 41,036 | 42,116 | 43,196 | 44,275 | 45,355 | 46,435 | 47,515 | 48,594 |
| 5 | 44,707 | 45,915 | 47,124 | 48,332 | 49,541 | 50,749 | 51,958 | 53,166 | 54,375 | 55,583 |
| 6 | 47,139 | 48,486 | 49,833 | 51,179 | 52,526 | 53,873 | 55,220 | 56,566 | 57,913 | 59,260 |
| 7 | 50,887 | 52,384 | 53,881 | 55,378 | 56,875 | 58,372 | 59,869 | 61,366 | 62,863 | 64,360 |
| 8 | 53,041 | 54,699 | 56,357 | 58,014 | 59,672 | 61,330 | 62,988 | 64,646 | 66,303 | 67,961 |
| 9 | 56,752 | 58,583 | 60,414 | 62,244 | 64,075 | 65,905 | 67,736 | 69,567 | 71,397 | 73,228 |
| 10 | 62,498 | 64,515 | 66,531 | 68,548 | 70,564 | 72,581 | 74,597 | 76,614 | 78,630 | 80,647 |
| 11 | 66,450 | 68,666 | 70,881 | 73,097 | 75,312 | 77,528 | 79,743 | 81,959 | 84,174 | 86,390 |
| 12 | 79,647 | 82,302 | 84,957 | 87,613 | 90,268 | 92,923 | 95,579 | 98,234 | 100,889 | 103,545 |
| 13 | 94,710 | 97,867 | 101,024 | 104,181 | 107,338 | 110,495 | 113,652 | 116,810 | 119,967 | 123,124 |
| 14 | 111,918 | 115,649 | 119,379 | 123,109 | 126,840 | 130,570 | 134,300 | 138,031 | 141,761 | 145,491 |
| 15 | 131,646 | 136,034 | 140,423 | 144,811 | 149,199 | 153,587 | 157,975 | 162,364 | 166,752 | 171,140 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-DEN (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.13%
FOR THE LOCALITY PAY AREA OF DENVER-AURORA, CO
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 25,093 | \$ 25,935 | \$ 26,768 | \$ 27,599 | \$ 28,433 | \$ 28,921 | \$ 29,746 | \$ 30,577 | \$ 30,610 | \$ 31,388 |
| 2 | 28,215 | 28,886 | 29,821 | 30,610 | 30,955 | 31,865 | 32,775 | 33,686 | 34,596 | 35,506 |
| 3 | 36,941 | 37,967 | 38,993 | 40,019 | 41,045 | 42,071 | 43,097 | 44,123 | 45,149 | 46,175 |
| 4 | 41,470 | 42,622 | 43,773 | 44,925 | 46,077 | 47,229 | 48,381 | 49,532 | 50,684 | 51,836 |
| 5 | 47,689 | 48,978 | 50,267 | 51,556 | 52,845 | 54,134 | 55,424 | 56,713 | 58,002 | 59,291 |
| 6 | 50,284 | 51,720 | 53,157 | 54,593 | 56,030 | 57,467 | 58,903 | 60,340 | 61,776 | 63,213 |
| 7 | 54,282 | 55,879 | 57,475 | 59,072 | 60,669 | 62,266 | 63,862 | 65,459 | 67,056 | 68,653 |
| 8 | 56,579 | 58,348 | 60,116 | 61,884 | 63,653 | 65,421 | 67,189 | 68,958 | 70,726 | 72,495 |
| 9 | 60,538 | 62,491 | 64,443 | 66,396 | 68,349 | 70,302 | 72,254 | 74,207 | 76,160 | 78,112 |
| 10 | 66,667 | 68,818 | 70,969 | 73,120 | 75,271 | 77,422 | 79,573 | 81,724 | 83,875 | 86,026 |
| 11 | 70,883 | 73,246 | 75,609 | 77,973 | 80,336 | 82,699 | 85,063 | 87,426 | 89,789 | 92,153 |
| 12 | 84,960 | 87,792 | 90,625 | 93,457 | 96,290 | 99,122 | 101,954 | 104,787 | 107,619 | 110,452 |
| 13 | 101,028 | 104,395 | 107,763 | 111,131 | 114,498 | 117,866 | 121,234 | 124,601 | 127,969 | 131,337 |
| 14 | 119,384 | 123,363 | 127,342 | 131,321 | 135,301 | 139,280 | 143,259 | 147,238 | 151,217 | 155,196 |
| 15 | 140,428 | 145,109 | 149,790 | 154,471 | 159,152 | 163,832 | 168,513 | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-DM (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.95%
FOR THE LOCALITY PAY AREA OF DES MOINES-AMES-WEST DES MOINES, IA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 22,886 | \$ 23,654 | \$ 24,414 | \$ 25,172 | \$ 25,932 | \$ 26,377 | \$ 27,130 | \$ 27,888 | \$ 27,918 | \$ 28,628 |
| 2 | 25,734 | 26,346 | 27,198 | 27,918 | 28,233 | 29,063 | 29,893 | 30,723 | 31,553 | 32,384 |
| 3 | 33,693 | 34,628 | 35,564 | 36,500 | 37,436 | 38,371 | 39,307 | 40,243 | 41,178 | 42,114 |
| 4 | 37,823 | 38,873 | 39,924 | 40,974 | 42,025 | 43,075 | 44,126 | 45,176 | 46,227 | 47,277 |
| 5 | 43,495 | 44,671 | 45,847 | 47,022 | 48,198 | 49,374 | 50,550 | 51,725 | 52,901 | 54,077 |
| 6 | 45,862 | 47,172 | 48,482 | 49,792 | 51,103 | 52,413 | 53,723 | 55,033 | 56,344 | 57,654 |
| 7 | 49,508 | 50,965 | 52,421 | 53,877 | 55,334 | 56,790 | 58,246 | 59,703 | 61,159 | 62,615 |
| 8 | 51,604 | 53,216 | 54,829 | 56,442 | 58,055 | 59,668 | 61,281 | 62,894 | 64,506 | 66,119 |
| 9 | 55,214 | 56,995 | 58,776 | 60,557 | 62,338 | 64,119 | 65,900 | 67,681 | 69,462 | 71,243 |
| 10 | 60,804 | 62,766 | 64,728 | 66,690 | 68,652 | 70,614 | 72,575 | 74,537 | 76,499 | 78,461 |
| 11 | 64,649 | 66,805 | 68,960 | 71,116 | 73,271 | 75,427 | 77,582 | 79,738 | 81,893 | 84,049 |
| 12 | 77,488 | 80,072 | 82,655 | 85,238 | 87,822 | 90,405 | 92,988 | 95,572 | 98,155 | 100,739 |
| 13 | 92,143 | 95,215 | 98,286 | 101,358 | 104,429 | 107,501 | 110,572 | 113,644 | 116,715 | 119,787 |
| 14 | 108,885 | 112,514 | 116,144 | 119,773 | 123,402 | 127,031 | 130,661 | 134,290 | 137,919 | 141,548 |
| 15 | 128,078 | 132,348 | 136,617 | 140,886 | 145,155 | 149,425 | 153,694 | 157,963 | 162,233 | 166,502 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-DET (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.32%
FOR THE LOCALITY PAY AREA OF DETROIT-WARREN-ANN ARBOR, MI
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 25,130 | \$ 25,973 | \$ 26,808 | \$ 27,640 | \$ 28,475 | \$ 28,964 | \$ 29,790 | \$ 30,623 | \$ 30,656 | \$ 31,435 |
| 2 | 28,257 | 28,930 | 29,865 | 30,656 | 31,001 | 31,913 | 32,824 | 33,736 | 34,648 | 35,559 |
| 3 | 36,997 | 38,024 | 39,052 | 40,079 | 41,107 | 42,134 | 43,161 | 44,189 | 45,216 | 46,244 |
| 4 | 41,532 | 42,685 | 43,839 | 44,992 | 46,146 | 47,299 | 48,453 | 49,606 | 50,760 | 51,913 |
| 5 | 47,760 | 49,051 | 50,342 | 51,633 | 52,924 | 54,215 | 55,506 | 56,797 | 58,088 | 59,380 |
| 6 | 50,359 | 51,798 | 53,236 | 54,675 | 56,114 | 57,552 | 58,991 | 60,430 | 61,869 | 63,307 |
| 7 | 54,363 | 55,962 | 57,561 | 59,161 | 60,760 | 62,359 | 63,958 | 65,557 | 67,156 | 68,755 |
| 8 | 56,664 | 58,435 | 60,206 | 61,977 | 63,748 | 65,519 | 67,290 | 69,061 | 70,832 | 72,603 |
| 9 | 60,629 | 62,584 | 64,540 | 66,495 | 68,451 | 70,407 | 72,362 | 74,318 | 76,274 | 78,229 |
| 10 | 66,767 | 68,921 | 71,075 | 73,229 | 75,384 | 77,538 | 79,692 | 81,846 | 84,001 | 86,155 |
| 11 | 70,989 | 73,355 | 75,722 | 78,089 | 80,456 | 82,823 | 85,190 | 87,557 | 89,924 | 92,290 |
| 12 | 85,087 | 87,923 | 90,760 | 93,597 | 96,433 | 99,270 | 102,107 | 104,944 | 107,780 | 110,617 |
| 13 | 101,179 | 104,551 | 107,924 | 111,297 | 114,669 | 118,042 | 121,415 | 124,788 | 128,160 | 131,533 |
| 14 | 119,562 | 123,548 | 127,533 | 131,518 | 135,503 | 139,488 | 143,473 | 147,458 | 151,443 | 155,428 |
| 15 | 140,638 | 145,326 | 150,014 | 154,701 | 159,389 | 164,077 | 168,765 | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-HB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.20%
FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,133 | \$ 23,909 | \$ 24,678 | \$ 25,443 | \$ 26,212 | \$ 26,662 | \$ 27,422 | \$ 28,189 | \$ 28,219 | \$ 28,937 |
| 2 | 26,011 | 26,630 | 27,492 | 28,219 | 28,537 | 29,376 | 30,215 | 31,054 | 31,894 | 32,733 |
| 3 | 34,056 | 35,002 | 35,948 | 36,893 | 37,839 | 38,785 | 39,731 | 40,677 | 41,622 | 42,568 |
| 4 | 38,231 | 39,292 | 40,354 | 41,416 | 42,478 | 43,540 | 44,602 | 45,663 | 46,725 | 47,787 |
| 5 | 43,964 | 45,152 | 46,341 | 47,529 | 48,718 | 49,906 | 51,095 | 52,283 | 53,471 | 54,660 |
| 6 | 46,356 | 47,680 | 49,005 | 50,329 | 51,654 | 52,978 | 54,302 | 55,627 | 56,951 | 58,275 |
| 7 | 50,042 | 51,514 | 52,986 | 54,458 | 55,930 | 57,402 | 58,874 | 60,346 | 61,818 | 63,290 |
| 8 | 52,160 | 53,790 | 55,420 | 57,051 | 58,681 | 60,311 | 61,941 | 63,572 | 65,202 | 66,832 |
| 9 | 55,809 | 57,610 | 59,410 | 61,210 | 63,010 | 64,810 | 66,611 | 68,411 | 70,211 | 72,011 |
| 10 | 61,460 | 63,443 | 65,426 | 67,409 | 69,392 | 71,375 | 73,358 | 75,341 | 77,324 | 79,307 |
| 11 | 65,346 | 67,525 | 69,704 | 71,882 | 74,061 | 76,240 | 78,419 | 80,597 | 82,776 | 84,955 |
| 12 | 78,324 | 80,935 | 83,546 | 86,157 | 88,768 | 91,380 | 93,991 | 96,602 | 99,213 | 101,825 |
| 13 | 93,136 | 96,241 | 99,346 | 102,450 | 105,555 | 108,660 | 111,764 | 114,869 | 117,974 | 121,078 |
| 14 | 110,059 | 113,727 | 117,396 | 121,064 | 124,732 | 128,401 | 132,069 | 135,738 | 139,406 | 143,074 |
| 15 | 129,459 | 133,774 | 138,090 | 142,405 | 146,720 | 151,036 | 155,351 | 159,666 | 163,982 | 168,297 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-HAR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.49%
FOR THE LOCALITY PAY AREA OF HARTFORD-WEST HARTFORD, CT-MA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 25,559 | \$ 26,416 | \$ 27,265 | \$ 28,111 | \$ 28,960 | \$ 29,458 | \$ 30,298 | \$ 31,145 | \$ 31,179 | \$ 31,971 |
| 2 | 28,739 | 29,423 | 30,374 | 31,179 | 31,530 | 32,457 | 33,384 | 34,311 | 35,238 | 36,165 |
| 3 | 37,627 | 38,672 | 39,717 | 40,762 | 41,807 | 42,852 | 43,897 | 44,942 | 45,987 | 47,032 |
| 4 | 42,240 | 43,413 | 44,586 | 45,759 | 46,932 | 48,106 | 49,279 | 50,452 | 51,625 | 52,798 |
| 5 | 48,574 | 49,887 | 51,200 | 52,513 | 53,826 | 55,139 | 56,452 | 57,765 | 59,079 | 60,392 |
| 6 | 51,217 | 52,680 | 54,144 | 55,607 | 57,070 | 58,533 | 59,997 | 61,460 | 62,923 | 64,386 |
| 7 | 55,290 | 56,916 | 58,542 | 60,169 | 61,795 | 63,422 | 65,048 | 66,674 | 68,301 | 69,927 |
| 8 | 57,630 | 59,431 | 61,232 | 63,033 | 64,834 | 66,636 | 68,437 | 70,238 | 72,039 | 73,840 |
| 9 | 61,662 | 63,651 | 65,640 | 67,629 | 69,618 | 71,607 | 73,596 | 75,585 | 77,574 | 79,563 |
| 10 | 67,905 | 70,096 | 72,286 | 74,477 | 76,668 | 78,859 | 81,050 | 83,241 | 85,432 | 87,623 |
| 11 | 72,198 | 74,606 | 77,013 | 79,420 | 81,827 | 84,235 | 86,642 | 89,049 | 91,456 | 93,863 |
| 12 | 86,537 | 89,422 | 92,307 | 95,192 | 98,077 | 100,962 | 103,847 | 106,732 | 109,617 | 112,502 |
| 13 | 102,903 | 106,333 | 109,763 | 113,194 | 116,624 | 120,054 | 123,484 | 126,914 | 130,345 | 133,775 |
| 14 | 121,600 | 125,653 | 129,706 | 133,759 | 137,812 | 141,865 | 145,918 | 149,971 | 154,024 | 158,078 |
| 15 | 143,035 | 147,802 | 152,570 | 157,338 | 162,106 | 166,874 | 171,642 | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-HOU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.32%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 26,315 | \$ 27,197 | \$ 28,072 | \$ 28,942 | \$ 29,817 | \$ 30,329 | \$ 31,194 | \$ 32,066 | \$ 32,101 | \$ 32,917 |
| 2 | 29,589 | 30,293 | 31,273 | 32,101 | 32,462 | 33,417 | 34,371 | 35,326 | 36,280 | 37,235 |
| 3 | 38,740 | 39,816 | 40,892 | 41,968 | 43,044 | 44,120 | 45,195 | 46,271 | 47,347 | 48,423 |
| 4 | 43,489 | 44,697 | 45,905 | 47,113 | 48,321 | 49,528 | 50,736 | 51,944 | 53,152 | 54,360 |
| 5 | 50,011 | 51,363 | 52,715 | 54,067 | 55,418 | 56,770 | 58,122 | 59,474 | 60,826 | 62,178 |
| 6 | 52,732 | 54,239 | 55,745 | 57,252 | 58,758 | 60,265 | 61,771 | 63,278 | 64,784 | 66,291 |
| 7 | 56,925 | 58,599 | 60,274 | 61,948 | 63,623 | 65,297 | 66,972 | 68,646 | 70,321 | 71,995 |
| 8 | 59,334 | 61,189 | 63,043 | 64,898 | 66,752 | 68,606 | 70,461 | 72,315 | 74,170 | 76,024 |
| 9 | 63,486 | 65,533 | 67,581 | 69,629 | 71,677 | 73,725 | 75,772 | 77,820 | 79,868 | 81,916 |
| 10 | 69,913 | 72,169 | 74,425 | 76,680 | 78,936 | 81,192 | 83,448 | 85,703 | 87,959 | 90,215 |
| 11 | 74,334 | 76,812 | 79,291 | 81,769 | 84,248 | 86,726 | 89,204 | 91,683 | 94,161 | 96,640 |
| 12 | 89,096 | 92,067 | 95,037 | 98,008 | 100,978 | 103,948 | 106,919 | 109,889 | 112,859 | 115,830 |
| 13 | 105,947 | 109,478 | 113,010 | 116,542 | 120,073 | 123,605 | 127,137 | 130,668 | 134,200 | 137,732 |
| 14 | 125,197 | 129,370 | 133,543 | 137,716 | 141,888 | 146,061 | 150,234 | 154,407 | 158,580 | 162,753 |
| 15 | 147,265 | 152,174 | 157,083 | 161,992 | 166,901 | 171,809 | 172,500 * | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-HNT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.85%
FOR THE LOCALITY PAY AREA OF HUNTSVILLE-DECATUR-ALBERTVILLE, AL
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,656 | \$ 24,449 | \$ 25,236 | \$ 26,018 | \$ 26,804 | \$ 27,265 | \$ 28,043 | \$ 28,826 | \$ 28,857 | \$ 29,591 |
| 2 | 26,600 | 27,232 | 28,113 | 28,857 | 29,182 | 30,040 | 30,899 | 31,757 | 32,615 | 33,473 |
| 3 | 34,826 | 35,793 | 36,760 | 37,728 | 38,695 | 39,662 | 40,629 | 41,596 | 42,564 | 43,531 |
| 4 | 39,095 | 40,181 | 41,267 | 42,353 | 43,438 | 44,524 | 45,610 | 46,696 | 47,782 | 48,868 |
| 5 | 44,958 | 46,173 | 47,389 | 48,604 | 49,819 | 51,035 | 52,250 | 53,465 | 54,680 | 55,896 |
| 6 | 47,404 | 48,759 | 50,113 | 51,467 | 52,821 | 54,176 | 55,530 | 56,884 | 58,239 | 59,593 |
| 7 | 51,174 | 52,679 | 54,184 | 55,690 | 57,195 | 58,700 | 60,205 | 61,711 | 63,216 | 64,721 |
| 8 | 53,339 | 55,006 | 56,673 | 58,341 | 60,008 | 61,675 | 63,342 | 65,009 | 66,676 | 68,343 |
| 9 | 57,071 | 58,912 | 60,753 | 62,594 | 64,435 | 66,276 | 68,117 | 69,958 | 71,799 | 73,639 |
| 10 | 62,849 | 64,877 | 66,905 | 68,933 | 70,961 | 72,989 | 75,017 | 77,044 | 79,072 | 81,100 |
| 11 | 66,824 | 69,052 | 71,280 | 73,508 | 75,736 | 77,964 | 80,192 | 82,420 | 84,648 | 86,876 |
| 12 | 80,095 | 82,765 | 85,435 | 88,105 | 90,776 | 93,446 | 96,116 | 98,786 | 101,457 | 104,127 |
| 13 | 95,242 | 98,417 | 101,592 | 104,767 | 107,942 | 111,117 | 114,291 | 117,466 | 120,641 | 123,816 |
| 14 | 112,548 | 116,299 | 120,050 | 123,801 | 127,553 | 131,304 | 135,055 | 138,807 | 142,558 | 146,309 |
| 15 | 132,386 | 136,799 | 141,212 | 145,625 | 150,038 | 154,451 | 158,864 | 163,276 | 167,689 | 172,102 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

**SALARY TABLE 2021-IND (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.92%
FOR THE LOCALITY PAY AREA OF INDIANAPOLIS-CARMEL-MUNCIE, IN
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021**

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,078 | \$ 23,852 | \$ 24,619 | \$ 25,382 | \$ 26,149 | \$ 26,598 | \$ 27,357 | \$ 28,122 | \$ 28,152 | \$ 28,868 |
| 2 | 25,949 | 26,567 | 27,426 | 28,152 | 28,469 | 29,306 | 30,143 | 30,980 | 31,817 | 32,655 |
| 3 | 33,975 | 34,918 | 35,862 | 36,805 | 37,749 | 38,692 | 39,636 | 40,579 | 41,523 | 42,467 |
| 4 | 38,139 | 39,199 | 40,258 | 41,317 | 42,376 | 43,436 | 44,495 | 45,554 | 46,614 | 47,673 |
| 5 | 43,859 | 45,045 | 46,230 | 47,416 | 48,601 | 49,787 | 50,972 | 52,158 | 53,344 | 54,529 |
| 6 | 46,245 | 47,567 | 48,888 | 50,209 | 51,530 | 52,851 | 54,173 | 55,494 | 56,815 | 58,136 |
| 7 | 49,923 | 51,391 | 52,860 | 54,328 | 55,797 | 57,265 | 58,734 | 60,202 | 61,671 | 63,139 |
| 8 | 52,035 | 53,662 | 55,288 | 56,914 | 58,541 | 60,167 | 61,793 | 63,420 | 65,046 | 66,672 |
| 9 | 55,676 | 57,472 | 59,268 | 61,064 | 62,860 | 64,656 | 66,451 | 68,247 | 70,043 | 71,839 |
| 10 | 61,313 | 63,291 | 65,269 | 67,248 | 69,226 | 71,204 | 73,183 | 75,161 | 77,139 | 79,117 |
| 11 | 65,190 | 67,363 | 69,537 | 71,711 | 73,884 | 76,058 | 78,231 | 80,405 | 82,578 | 84,752 |
| 12 | 78,136 | 80,741 | 83,346 | 85,951 | 88,556 | 91,161 | 93,766 | 96,371 | 98,976 | 101,581 |
| 13 | 92,914 | 96,011 | 99,108 | 102,206 | 105,303 | 108,400 | 111,497 | 114,594 | 117,692 | 120,789 |
| 14 | 109,796 | 113,456 | 117,115 | 120,775 | 124,434 | 128,094 | 131,754 | 135,413 | 139,073 | 142,732 |
| 15 | 129,150 | 133,455 | 137,760 | 142,065 | 146,370 | 150,675 | 154,980 | 159,285 | 163,590 | 167,895 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-KC (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.13%
FOR THE LOCALITY PAY AREA OF KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,119 | \$ 23,895 | \$ 24,663 | \$ 25,428 | \$ 26,196 | \$ 26,646 | \$ 27,406 | \$ 28,172 | \$ 28,203 | \$ 28,919 |
| 2 | 25,996 | 26,614 | 27,475 | 28,203 | 28,520 | 29,359 | 30,197 | 31,036 | 31,875 | 32,713 |
| 3 | 34,036 | 34,981 | 35,926 | 36,871 | 37,817 | 38,762 | 39,707 | 40,652 | 41,598 | 42,543 |
| 4 | 38,208 | 39,269 | 40,330 | 41,391 | 42,453 | 43,514 | 44,575 | 45,636 | 46,697 | 47,759 |
| 5 | 43,938 | 45,126 | 46,313 | 47,501 | 48,689 | 49,876 | 51,064 | 52,252 | 53,439 | 54,627 |
| 6 | 46,328 | 47,652 | 48,976 | 50,299 | 51,623 | 52,946 | 54,270 | 55,593 | 56,917 | 58,241 |
| 7 | 50,012 | 51,483 | 52,954 | 54,426 | 55,897 | 57,368 | 58,839 | 60,310 | 61,781 | 63,253 |
| 8 | 52,129 | 53,758 | 55,387 | 57,017 | 58,646 | 60,275 | 61,904 | 63,534 | 65,163 | 66,792 |
| 9 | 55,776 | 57,575 | 59,374 | 61,173 | 62,973 | 64,772 | 66,571 | 68,370 | 70,169 | 71,968 |
| 10 | 61,423 | 63,405 | 65,387 | 67,368 | 69,350 | 71,332 | 73,314 | 75,296 | 77,278 | 79,260 |
| 11 | 65,307 | 67,484 | 69,662 | 71,839 | 74,017 | 76,194 | 78,372 | 80,549 | 82,727 | 84,904 |
| 12 | 78,277 | 80,886 | 83,496 | 86,106 | 88,715 | 91,325 | 93,935 | 96,544 | 99,154 | 101,764 |
| 13 | 93,081 | 96,184 | 99,286 | 102,389 | 105,492 | 108,595 | 111,698 | 114,800 | 117,903 | 121,006 |
| 14 | 109,993 | 113,659 | 117,326 | 120,992 | 124,658 | 128,324 | 131,990 | 135,656 | 139,323 | 142,989 |
| 15 | 129,382 | 133,695 | 138,007 | 142,320 | 146,633 | 150,945 | 155,258 | 159,571 | 163,884 | 168,196 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-LR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.88%
FOR THE LOCALITY PAY AREA OF LAREDO, TX
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,465 | \$ 24,252 | \$ 25,031 | \$ 25,808 | \$ 26,588 | \$ 27,044 | \$ 27,816 | \$ 28,593 | \$ 28,624 | \$ 29,351 |
| 2 | 26,384 | 27,012 | 27,886 | 28,624 | 28,946 | 29,797 | 30,648 | 31,500 | 32,351 | 33,202 |
| 3 | 34,544 | 35,504 | 36,463 | 37,422 | 38,382 | 39,341 | 40,300 | 41,260 | 42,219 | 43,178 |
| 4 | 38,779 | 39,856 | 40,933 | 42,010 | 43,087 | 44,164 | 45,241 | 46,318 | 47,395 | 48,472 |
| 5 | 44,594 | 45,800 | 47,005 | 48,211 | 49,416 | 50,621 | 51,827 | 53,032 | 54,238 | 55,443 |
| 6 | 47,021 | 48,364 | 49,707 | 51,051 | 52,394 | 53,737 | 55,081 | 56,424 | 57,767 | 59,111 |
| 7 | 50,759 | 52,253 | 53,746 | 55,239 | 56,732 | 58,225 | 59,718 | 61,211 | 62,704 | 64,198 |
| 8 | 52,908 | 54,561 | 56,215 | 57,868 | 59,522 | 61,176 | 62,829 | 64,483 | 66,137 | 67,790 |
| 9 | 56,609 | 58,435 | 60,261 | 62,087 | 63,913 | 65,739 | 67,565 | 69,391 | 71,217 | 73,043 |
| 10 | 62,341 | 64,352 | 66,364 | 68,375 | 70,386 | 72,398 | 74,409 | 76,421 | 78,432 | 80,444 |
| 11 | 66,283 | 68,493 | 70,703 | 72,913 | 75,123 | 77,333 | 79,543 | 81,753 | 83,963 | 86,173 |
| 12 | 79,446 | 82,095 | 84,744 | 87,392 | 90,041 | 92,690 | 95,338 | 97,987 | 100,635 | 103,284 |
| 13 | 94,472 | 97,621 | 100,770 | 103,919 | 107,068 | 110,217 | 113,366 | 116,515 | 119,665 | 122,814 |
| 14 | 111,637 | 115,358 | 119,079 | 122,799 | 126,520 | 130,241 | 133,962 | 137,683 | 141,404 | 145,125 |
| 15 | 131,315 | 135,692 | 140,069 | 144,446 | 148,823 | 153,201 | 157,578 | 161,955 | 166,332 | 170,709 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-LV (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.68%
FOR THE LOCALITY PAY AREA OF LAS VEGAS-HENDERSON, NV-AZ
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,228 | \$ 24,007 | \$ 24,779 | \$ 25,547 | \$ 26,319 | \$ 26,771 | \$ 27,535 | \$ 28,304 | \$ 28,335 | \$ 29,055 |
| 2 | 26,118 | 26,739 | 27,604 | 28,335 | 28,654 | 29,496 | 30,339 | 31,182 | 32,024 | 32,867 |
| 3 | 34,195 | 35,145 | 36,095 | 37,044 | 37,994 | 38,944 | 39,894 | 40,843 | 41,793 | 42,743 |
| 4 | 38,387 | 39,453 | 40,520 | 41,586 | 42,652 | 43,718 | 44,784 | 45,850 | 46,917 | 47,983 |
| 5 | 44,144 | 45,337 | 46,531 | 47,724 | 48,917 | 50,110 | 51,304 | 52,497 | 53,690 | 54,884 |
| 6 | 46,546 | 47,876 | 49,206 | 50,535 | 51,865 | 53,195 | 54,525 | 55,854 | 57,184 | 58,514 |
| 7 | 50,247 | 51,725 | 53,203 | 54,681 | 56,159 | 57,637 | 59,115 | 60,593 | 62,071 | 63,550 |
| 8 | 52,373 | 54,010 | 55,647 | 57,284 | 58,921 | 60,558 | 62,195 | 63,832 | 65,469 | 67,106 |
| 9 | 56,038 | 57,846 | 59,653 | 61,461 | 63,268 | 65,076 | 66,883 | 68,691 | 70,499 | 72,306 |
| 10 | 61,711 | 63,703 | 65,694 | 67,685 | 69,676 | 71,667 | 73,658 | 75,649 | 77,641 | 79,632 |
| 11 | 65,614 | 67,801 | 69,989 | 72,177 | 74,364 | 76,552 | 78,740 | 80,927 | 83,115 | 85,303 |
| 12 | 78,644 | 81,266 | 83,888 | 86,510 | 89,132 | 91,754 | 94,376 | 96,998 | 99,620 | 102,242 |
| 13 | 93,518 | 96,635 | 99,753 | 102,870 | 105,987 | 109,105 | 112,222 | 115,339 | 118,457 | 121,574 |
| 14 | 110,510 | 114,193 | 117,877 | 121,560 | 125,243 | 128,927 | 132,610 | 136,293 | 139,977 | 143,660 |
| 15 | 129,989 | 134,322 | 138,655 | 142,988 | 147,321 | 151,654 | 155,987 | 160,320 | 164,653 | 168,986 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-LA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.41%
FOR THE LOCALITY PAY AREA OF LOS ANGELES-LONG BEACH, CA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 26,135 | \$ 27,012 | \$ 27,880 | \$ 28,745 | \$ 29,613 | \$ 30,122 | \$ 30,981 | \$ 31,847 | \$ 31,882 | \$ 32,692 |
| 2 | 29,387 | 30,086 | 31,059 | 31,882 | 32,241 | 33,189 | 34,137 | 35,085 | 36,033 | 36,981 |
| 3 | 38,476 | 39,544 | 40,613 | 41,681 | 42,750 | 43,818 | 44,887 | 45,956 | 47,024 | 48,093 |
| 4 | 43,192 | 44,392 | 45,591 | 46,791 | 47,991 | 49,190 | 50,390 | 51,590 | 52,789 | 53,989 |
| 5 | 49,670 | 51,012 | 52,355 | 53,698 | 55,040 | 56,383 | 57,725 | 59,068 | 60,411 | 61,753 |
| 6 | 52,372 | 53,868 | 55,365 | 56,861 | 58,357 | 59,853 | 61,350 | 62,846 | 64,342 | 65,838 |
| 7 | 56,536 | 58,199 | 59,863 | 61,526 | 63,189 | 64,852 | 66,515 | 68,178 | 69,841 | 71,504 |
| 8 | 58,929 | 60,771 | 62,613 | 64,455 | 66,296 | 68,138 | 69,980 | 71,822 | 73,664 | 75,505 |
| 9 | 63,052 | 65,086 | 67,120 | 69,154 | 71,188 | 73,221 | 75,255 | 77,289 | 79,323 | 81,357 |
| 10 | 69,436 | 71,676 | 73,917 | 76,157 | 78,397 | 80,638 | 82,878 | 85,118 | 87,359 | 89,599 |
| 11 | 73,827 | 76,288 | 78,750 | 81,211 | 83,673 | 86,134 | 88,596 | 91,057 | 93,519 | 95,980 |
| 12 | 88,488 | 91,438 | 94,388 | 97,339 | 100,289 | 103,239 | 106,189 | 109,139 | 112,089 | 115,039 |
| 13 | 105,224 | 108,731 | 112,239 | 115,746 | 119,254 | 122,761 | 126,269 | 129,776 | 133,284 | 136,791 |
| 14 | 124,342 | 128,487 | 132,631 | 136,776 | 140,920 | 145,064 | 149,209 | 153,353 | 157,498 | 161,642 |
| 15 | 146,260 | 151,135 | 156,011 | 160,886 | 165,761 | 170,637 | 172,500 * | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-MFL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.51%
FOR THE LOCALITY PAY AREA OF MIAMI-FORT LAUDERDALE-PORT ST. LUCIE, FL
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 24,378 | \$ 25,196 | \$ 26,006 | \$ 26,813 | \$ 27,623 | \$ 28,097 | \$ 28,899 | \$ 29,707 | \$ 29,739 | \$ 30,495 |
| 2 | 27,412 | 28,064 | 28,972 | 29,739 | 30,073 | 30,958 | 31,842 | 32,726 | 33,611 | 34,495 |
| 3 | 35,890 | 36,886 | 37,883 | 38,880 | 39,876 | 40,873 | 41,870 | 42,867 | 43,863 | 44,860 |
| 4 | 40,289 | 41,408 | 42,527 | 43,646 | 44,765 | 45,884 | 47,003 | 48,122 | 49,241 | 50,360 |
| 5 | 46,331 | 47,583 | 48,836 | 50,088 | 51,341 | 52,593 | 53,845 | 55,098 | 56,350 | 57,603 |
| 6 | 48,852 | 50,248 | 51,643 | 53,039 | 54,435 | 55,830 | 57,226 | 58,622 | 60,017 | 61,413 |
| 7 | 52,736 | 54,288 | 55,839 | 57,390 | 58,941 | 60,493 | 62,044 | 63,595 | 65,147 | 66,698 |
| 8 | 54,968 | 56,686 | 58,404 | 60,122 | 61,840 | 63,558 | 65,276 | 66,994 | 68,712 | 70,430 |
| 9 | 58,814 | 60,711 | 62,608 | 64,506 | 66,403 | 68,300 | 70,197 | 72,094 | 73,991 | 75,888 |
| 10 | 64,769 | 66,858 | 68,948 | 71,038 | 73,128 | 75,218 | 77,307 | 79,397 | 81,487 | 83,577 |
| 11 | 68,864 | 71,160 | 73,456 | 75,752 | 78,048 | 80,344 | 82,641 | 84,937 | 87,233 | 89,529 |
| 12 | 82,540 | 85,292 | 88,044 | 90,796 | 93,548 | 96,300 | 99,051 | 101,803 | 104,555 | 107,307 |
| 13 | 98,151 | 101,423 | 104,694 | 107,966 | 111,238 | 114,510 | 117,782 | 121,053 | 124,325 | 127,597 |
| 14 | 115,985 | 119,850 | 123,716 | 127,582 | 131,448 | 135,314 | 139,180 | 143,046 | 146,911 | 150,777 |
| 15 | 136,429 | 140,977 | 145,524 | 150,072 | 154,620 | 159,167 | 163,715 | 168,263 | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-MIL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.96%
FOR THE LOCALITY PAY AREA OF MILWAUKEE-RACINE-WAUKESHA, WI
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,875 | \$ 24,676 | \$ 25,469 | \$ 26,259 | \$ 27,053 | \$ 27,517 | \$ 28,302 | \$ 29,093 | \$ 29,125 | \$ 29,865 |
| 2 | 26,846 | 27,485 | 28,374 | 29,125 | 29,453 | 30,319 | 31,185 | 32,051 | 32,917 | 33,783 |
| 3 | 35,149 | 36,125 | 37,101 | 38,077 | 39,053 | 40,029 | 41,005 | 41,982 | 42,958 | 43,934 |
| 4 | 39,457 | 40,553 | 41,649 | 42,745 | 43,841 | 44,937 | 46,033 | 47,128 | 48,224 | 49,320 |
| 5 | 45,375 | 46,601 | 47,828 | 49,054 | 50,281 | 51,507 | 52,734 | 53,960 | 55,187 | 56,413 |
| 6 | 47,843 | 49,210 | 50,577 | 51,944 | 53,311 | 54,678 | 56,044 | 57,411 | 58,778 | 60,145 |
| 7 | 51,648 | 53,167 | 54,686 | 56,205 | 57,725 | 59,244 | 60,763 | 62,282 | 63,802 | 65,321 |
| 8 | 53,833 | 55,516 | 57,198 | 58,881 | 60,563 | 62,246 | 63,929 | 65,611 | 67,294 | 68,976 |
| 9 | 57,600 | 59,458 | 61,316 | 63,174 | 65,032 | 66,890 | 68,748 | 70,606 | 72,464 | 74,321 |
| 10 | 63,431 | 65,478 | 67,525 | 69,571 | 71,618 | 73,665 | 75,711 | 77,758 | 79,805 | 81,851 |
| 11 | 67,442 | 69,691 | 71,940 | 74,188 | 76,437 | 78,686 | 80,934 | 83,183 | 85,432 | 87,680 |
| 12 | 80,836 | 83,531 | 86,226 | 88,921 | 91,616 | 94,311 | 97,006 | 99,701 | 102,396 | 105,091 |
| 13 | 96,124 | 99,329 | 102,533 | 105,737 | 108,941 | 112,146 | 115,350 | 118,554 | 121,758 | 124,963 |
| 14 | 113,590 | 117,376 | 121,162 | 124,948 | 128,734 | 132,520 | 136,306 | 140,092 | 143,878 | 147,664 |
| 15 | 133,612 | 138,066 | 142,520 | 146,974 | 151,427 | 155,881 | 160,335 | 164,789 | 169,242 | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-MSP (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.66%
FOR THE LOCALITY PAY AREA OF MINNEAPOLIS-ST. PAUL, MN-WI
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 24,605 | \$ 25,431 | \$ 26,248 | \$ 27,062 | \$ 27,880 | \$ 28,359 | \$ 29,168 | \$ 29,983 | \$ 30,016 | \$ 30,779 |
| 2 | 27,667 | 28,325 | 29,241 | 30,016 | 30,353 | 31,246 | 32,139 | 33,031 | 33,924 | 34,816 |
| 3 | 36,224 | 37,230 | 38,236 | 39,242 | 40,248 | 41,254 | 42,260 | 43,266 | 44,272 | 45,278 |
| 4 | 40,664 | 41,794 | 42,923 | 44,052 | 45,182 | 46,311 | 47,441 | 48,570 | 49,699 | 50,829 |
| 5 | 46,762 | 48,027 | 49,291 | 50,555 | 51,819 | 53,083 | 54,347 | 55,611 | 56,875 | 58,139 |
| 6 | 49,307 | 50,715 | 52,124 | 53,533 | 54,941 | 56,350 | 57,759 | 59,167 | 60,576 | 61,985 |
| 7 | 53,227 | 54,793 | 56,359 | 57,925 | 59,490 | 61,056 | 62,622 | 64,187 | 65,753 | 67,319 |
| 8 | 55,480 | 57,214 | 58,948 | 60,682 | 62,416 | 64,150 | 65,884 | 67,618 | 69,352 | 71,086 |
| 9 | 59,362 | 61,277 | 63,191 | 65,106 | 67,021 | 68,936 | 70,851 | 72,765 | 74,680 | 76,595 |
| 10 | 65,372 | 67,481 | 69,590 | 71,699 | 73,809 | 75,918 | 78,027 | 80,136 | 82,246 | 84,355 |
| 11 | 69,505 | 71,823 | 74,140 | 76,458 | 78,775 | 81,093 | 83,410 | 85,727 | 88,045 | 90,362 |
| 12 | 83,309 | 86,086 | 88,864 | 91,641 | 94,419 | 97,196 | 99,974 | 102,751 | 105,528 | 108,306 |
| 13 | 99,065 | 102,367 | 105,669 | 108,972 | 112,274 | 115,576 | 118,878 | 122,181 | 125,483 | 128,785 |
| 14 | 117,064 | 120,966 | 124,868 | 128,770 | 132,672 | 136,574 | 140,476 | 144,377 | 148,279 | 152,181 |
| 15 | 137,699 | 142,289 | 146,879 | 151,469 | 156,059 | 160,649 | 165,239 | 169,829 | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-NY (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.98%
FOR THE LOCALITY PAY AREA OF NEW YORK-NEWARK, NY-NJ-CT-PA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 26,445 | \$ 27,332 | \$ 28,211 | \$ 29,086 | \$ 29,965 | \$ 30,479 | \$ 31,349 | \$ 32,225 | \$ 32,260 | \$ 33,080 |
| 2 | 29,736 | 30,443 | 31,428 | 32,260 | 32,623 | 33,582 | 34,541 | 35,501 | 36,460 | 37,419 |
| 3 | 38,932 | 40,013 | 41,094 | 42,176 | 43,257 | 44,338 | 45,419 | 46,500 | 47,582 | 48,663 |
| 4 | 43,704 | 44,918 | 46,132 | 47,346 | 48,560 | 49,774 | 50,987 | 52,201 | 53,415 | 54,629 |
| 5 | 50,259 | 51,617 | 52,976 | 54,334 | 55,693 | 57,051 | 58,410 | 59,768 | 61,127 | 62,486 |
| 6 | 52,993 | 54,507 | 56,021 | 57,535 | 59,049 | 60,563 | 62,077 | 63,591 | 65,105 | 66,619 |
| 7 | 57,207 | 58,890 | 60,572 | 62,255 | 63,938 | 65,621 | 67,304 | 68,986 | 70,669 | 72,352 |
| 8 | 59,628 | 61,491 | 63,355 | 65,219 | 67,082 | 68,946 | 70,810 | 72,673 | 74,537 | 76,401 |
| 9 | 63,800 | 65,858 | 67,916 | 69,974 | 72,032 | 74,090 | 76,148 | 78,205 | 80,263 | 82,321 |
| 10 | 70,259 | 72,526 | 74,793 | 77,060 | 79,327 | 81,594 | 83,861 | 86,128 | 88,395 | 90,662 |
| 11 | 74,702 | 77,193 | 79,683 | 82,174 | 84,665 | 87,155 | 89,646 | 92,137 | 94,627 | 97,118 |
| 12 | 89,537 | 92,523 | 95,508 | 98,493 | 101,478 | 104,463 | 107,448 | 110,433 | 113,418 | 116,403 |
| 13 | 106,471 | 110,020 | 113,569 | 117,119 | 120,668 | 124,217 | 127,766 | 131,315 | 134,864 | 138,413 |
| 14 | 125,817 | 130,010 | 134,204 | 138,397 | 142,591 | 146,784 | 150,978 | 155,172 | 159,365 | 163,559 |
| 15 | 147,994 | 152,927 | 157,861 | 162,794 | 167,727 | 172,500 * | 172,500 * | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-OM (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.33%
FOR THE LOCALITY PAY AREA OF OMAHA-COUNCIL BLUFFS-FREMONT, NE-IA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 22,961 | \$ 23,731 | \$ 24,494 | \$ 25,254 | \$ 26,017 | \$ 26,464 | \$ 27,219 | \$ 27,980 | \$ 28,010 | \$ 28,722 |
| 2 | 25,818 | 26,433 | 27,288 | 28,010 | 28,325 | 29,158 | 29,991 | 30,824 | 31,657 | 32,490 |
| 3 | 33,803 | 34,742 | 35,681 | 36,620 | 37,558 | 38,497 | 39,436 | 40,375 | 41,313 | 42,252 |
| 4 | 37,947 | 39,001 | 40,055 | 41,109 | 42,163 | 43,217 | 44,271 | 45,324 | 46,378 | 47,432 |
| 5 | 43,638 | 44,817 | 45,997 | 47,176 | 48,356 | 49,536 | 50,715 | 51,895 | 53,074 | 54,254 |
| 6 | 46,012 | 47,327 | 48,641 | 49,956 | 51,270 | 52,585 | 53,899 | 55,214 | 56,528 | 57,843 |
| 7 | 49,671 | 51,132 | 52,593 | 54,054 | 55,515 | 56,976 | 58,437 | 59,898 | 61,359 | 62,821 |
| 8 | 51,773 | 53,391 | 55,009 | 56,627 | 58,245 | 59,863 | 61,482 | 63,100 | 64,718 | 66,336 |
| 9 | 55,395 | 57,182 | 58,969 | 60,756 | 62,542 | 64,329 | 66,116 | 67,903 | 69,690 | 71,477 |
| 10 | 61,003 | 62,972 | 64,940 | 66,908 | 68,877 | 70,845 | 72,813 | 74,782 | 76,750 | 78,718 |
| 11 | 64,861 | 67,024 | 69,186 | 71,349 | 73,511 | 75,674 | 77,836 | 79,999 | 82,162 | 84,324 |
| 12 | 77,742 | 80,334 | 82,926 | 85,518 | 88,110 | 90,701 | 93,293 | 95,885 | 98,477 | 101,069 |
| 13 | 92,445 | 95,527 | 98,608 | 101,690 | 104,771 | 107,853 | 110,935 | 114,016 | 117,098 | 120,179 |
| 14 | 109,242 | 112,883 | 116,524 | 120,165 | 123,807 | 127,448 | 131,089 | 134,730 | 138,371 | 142,012 |
| 15 | 128,498 | 132,781 | 137,065 | 141,348 | 145,631 | 149,914 | 154,198 | 158,481 | 162,764 | 167,048 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-PB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.73%
FOR THE LOCALITY PAY AREA OF PALM BAY-MELBOURNE-TITUSVILLE, FL
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,040 | \$ 23,813 | \$ 24,579 | \$ 25,341 | \$ 26,107 | \$ 26,555 | \$ 27,312 | \$ 28,076 | \$ 28,106 | \$ 28,821 |
| 2 | 25,907 | 26,523 | 27,381 | 28,106 | 28,423 | 29,258 | 30,094 | 30,930 | 31,766 | 32,602 |
| 3 | 33,919 | 34,861 | 35,803 | 36,745 | 37,687 | 38,629 | 39,571 | 40,513 | 41,455 | 42,398 |
| 4 | 38,077 | 39,135 | 40,192 | 41,250 | 42,308 | 43,365 | 44,423 | 45,480 | 46,538 | 47,595 |
| 5 | 43,788 | 44,971 | 46,155 | 47,339 | 48,522 | 49,706 | 50,890 | 52,073 | 53,257 | 54,441 |
| 6 | 46,170 | 47,489 | 48,808 | 50,127 | 51,446 | 52,765 | 54,085 | 55,404 | 56,723 | 58,042 |
| 7 | 49,841 | 51,308 | 52,774 | 54,240 | 55,706 | 57,172 | 58,638 | 60,104 | 61,570 | 63,037 |
| 8 | 51,951 | 53,574 | 55,198 | 56,822 | 58,446 | 60,069 | 61,693 | 63,317 | 64,940 | 66,564 |
| 9 | 55,586 | 57,379 | 59,172 | 60,965 | 62,758 | 64,551 | 66,343 | 68,136 | 69,929 | 71,722 |
| 10 | 61,213 | 63,188 | 65,163 | 67,138 | 69,113 | 71,089 | 73,064 | 75,039 | 77,014 | 78,989 |
| 11 | 65,084 | 67,254 | 69,424 | 71,594 | 73,764 | 75,934 | 78,104 | 80,274 | 82,444 | 84,614 |
| 12 | 78,009 | 80,610 | 83,211 | 85,812 | 88,412 | 91,013 | 93,614 | 96,215 | 98,815 | 101,416 |
| 13 | 92,763 | 95,855 | 98,947 | 102,040 | 105,132 | 108,224 | 111,316 | 114,408 | 117,500 | 120,593 |
| 14 | 109,618 | 113,271 | 116,925 | 120,579 | 124,232 | 127,886 | 131,540 | 135,193 | 138,847 | 142,500 |
| 15 | 128,940 | 133,238 | 137,536 | 141,834 | 146,132 | 150,430 | 154,728 | 159,026 | 163,324 | 167,622 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-PHL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.04%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 24,878 | \$ 25,712 | \$ 26,539 | \$ 27,362 | \$ 28,189 | \$ 28,673 | \$ 29,491 | \$ 30,315 | \$ 30,348 | \$ 31,119 |
| 2 | 27,973 | 28,639 | 29,565 | 30,348 | 30,689 | 31,592 | 32,494 | 33,397 | 34,299 | 35,202 |
| 3 | 36,625 | 37,642 | 38,659 | 39,676 | 40,693 | 41,710 | 42,728 | 43,745 | 44,762 | 45,779 |
| 4 | 41,114 | 42,256 | 43,398 | 44,540 | 45,682 | 46,824 | 47,966 | 49,108 | 50,250 | 51,392 |
| 5 | 47,280 | 48,558 | 49,836 | 51,114 | 52,392 | 53,670 | 54,948 | 56,226 | 57,504 | 58,783 |
| 6 | 49,853 | 51,277 | 52,701 | 54,125 | 55,550 | 56,974 | 58,398 | 59,822 | 61,247 | 62,671 |
| 7 | 53,817 | 55,400 | 56,983 | 58,566 | 60,149 | 61,732 | 63,315 | 64,898 | 66,481 | 68,064 |
| 8 | 56,094 | 57,847 | 59,601 | 61,354 | 63,107 | 64,860 | 66,613 | 68,367 | 70,120 | 71,873 |
| 9 | 60,019 | 61,955 | 63,891 | 65,827 | 67,763 | 69,699 | 71,635 | 73,571 | 75,507 | 77,443 |
| 10 | 66,095 | 68,228 | 70,361 | 72,493 | 74,626 | 76,758 | 78,891 | 81,024 | 83,156 | 85,289 |
| 11 | 70,275 | 72,618 | 74,961 | 77,304 | 79,647 | 81,990 | 84,333 | 86,676 | 89,020 | 91,363 |
| 12 | 84,231 | 87,039 | 89,848 | 92,656 | 95,464 | 98,272 | 101,080 | 103,888 | 106,697 | 109,505 |
| 13 | 100,161 | 103,500 | 106,839 | 110,178 | 113,517 | 116,855 | 120,194 | 123,533 | 126,872 | 130,211 |
| 14 | 118,360 | 122,305 | 126,250 | 130,196 | 134,141 | 138,086 | 142,031 | 145,976 | 149,921 | 153,866 |
| 15 | 139,224 | 143,865 | 148,505 | 153,146 | 157,787 | 162,428 | 167,069 | 171,709 | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-PX (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.12%
FOR THE LOCALITY PAY AREA OF PHOENIX-MESA-SCOTTSDALE, AZ
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,709 | \$ 24,504 | \$ 25,292 | \$ 26,077 | \$ 26,865 | \$ 27,326 | \$ 28,106 | \$ 28,891 | \$ 28,922 | \$ 29,658 |
| 2 | 26,659 | 27,294 | 28,177 | 28,922 | 29,248 | 30,108 | 30,968 | 31,828 | 32,688 | 33,548 |
| 3 | 34,904 | 35,874 | 36,843 | 37,813 | 38,782 | 39,751 | 40,721 | 41,690 | 42,659 | 43,629 |
| 4 | 39,183 | 40,271 | 41,360 | 42,448 | 43,536 | 44,625 | 45,713 | 46,801 | 47,889 | 48,978 |
| 5 | 45,059 | 46,277 | 47,495 | 48,713 | 49,931 | 51,149 | 52,368 | 53,586 | 54,804 | 56,022 |
| 6 | 47,511 | 48,868 | 50,226 | 51,583 | 52,940 | 54,298 | 55,655 | 57,013 | 58,370 | 59,727 |
| 7 | 51,289 | 52,798 | 54,306 | 55,815 | 57,324 | 58,832 | 60,341 | 61,850 | 63,358 | 64,867 |
| 8 | 53,459 | 55,130 | 56,801 | 58,472 | 60,143 | 61,814 | 63,485 | 65,155 | 66,826 | 68,497 |
| 9 | 57,200 | 59,045 | 60,890 | 62,735 | 64,580 | 66,425 | 68,270 | 70,115 | 71,960 | 73,805 |
| 10 | 62,991 | 65,023 | 67,056 | 69,088 | 71,121 | 73,153 | 75,186 | 77,218 | 79,250 | 81,283 |
| 11 | 66,974 | 69,207 | 71,440 | 73,673 | 75,906 | 78,139 | 80,372 | 82,605 | 84,838 | 87,071 |
| 12 | 80,275 | 82,951 | 85,628 | 88,304 | 90,980 | 93,656 | 96,333 | 99,009 | 101,685 | 104,361 |
| 13 | 95,457 | 98,639 | 101,821 | 105,003 | 108,185 | 111,367 | 114,549 | 117,731 | 120,913 | 124,095 |
| 14 | 112,801 | 116,561 | 120,321 | 124,080 | 127,840 | 131,600 | 135,360 | 139,119 | 142,879 | 146,639 |
| 15 | 132,685 | 137,107 | 141,530 | 145,953 | 150,376 | 154,799 | 159,221 | 163,644 | 168,067 | 172,490 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-PIT (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.40%
FOR THE LOCALITY PAY AREA OF PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,567 | \$ 24,358 | \$ 25,141 | \$ 25,921 | \$ 26,704 | \$ 27,162 | \$ 27,937 | \$ 28,718 | \$ 28,749 | \$ 29,480 |
| 2 | 26,500 | 27,130 | 28,008 | 28,749 | 29,073 | 29,928 | 30,783 | 31,637 | 32,492 | 33,347 |
| 3 | 34,695 | 35,659 | 36,622 | 37,586 | 38,549 | 39,513 | 40,477 | 41,440 | 42,404 | 43,367 |
| 4 | 38,948 | 40,030 | 41,112 | 42,194 | 43,275 | 44,357 | 45,439 | 46,521 | 47,602 | 48,684 |
| 5 | 44,789 | 46,000 | 47,211 | 48,421 | 49,632 | 50,843 | 52,054 | 53,264 | 54,475 | 55,686 |
| 6 | 47,226 | 48,576 | 49,925 | 51,274 | 52,623 | 53,972 | 55,322 | 56,671 | 58,020 | 59,369 |
| 7 | 50,981 | 52,481 | 53,981 | 55,480 | 56,980 | 58,480 | 59,979 | 61,479 | 62,979 | 64,478 |
| 8 | 53,139 | 54,800 | 56,461 | 58,122 | 59,782 | 61,443 | 63,104 | 64,765 | 66,426 | 68,087 |
| 9 | 56,857 | 58,691 | 60,525 | 62,359 | 64,193 | 66,027 | 67,861 | 69,695 | 71,529 | 73,363 |
| 10 | 62,613 | 64,634 | 66,654 | 68,674 | 70,694 | 72,715 | 74,735 | 76,755 | 78,775 | 80,796 |
| 11 | 66,573 | 68,792 | 71,012 | 73,232 | 75,451 | 77,671 | 79,891 | 82,110 | 84,330 | 86,549 |
| 12 | 79,794 | 82,454 | 85,114 | 87,775 | 90,435 | 93,095 | 95,755 | 98,415 | 101,076 | 103,736 |
| 13 | 94,885 | 98,048 | 101,211 | 104,374 | 107,536 | 110,699 | 113,862 | 117,025 | 120,188 | 123,351 |
| 14 | 112,125 | 115,862 | 119,599 | 123,337 | 127,074 | 130,811 | 134,548 | 138,285 | 142,023 | 145,760 |
| 15 | 131,889 | 136,286 | 140,682 | 145,078 | 149,474 | 153,871 | 158,267 | 162,663 | 167,060 | 171,456 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-POR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.74%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 24,424 | \$ 25,243 | \$ 26,055 | \$ 26,863 | \$ 27,674 | \$ 28,150 | \$ 28,953 | \$ 29,762 | \$ 29,794 | \$ 30,551 |
| 2 | 27,463 | 28,116 | 29,026 | 29,794 | 30,129 | 31,015 | 31,901 | 32,787 | 33,673 | 34,559 |
| 3 | 35,956 | 36,955 | 37,954 | 38,952 | 39,951 | 40,949 | 41,948 | 42,946 | 43,945 | 44,944 |
| 4 | 40,364 | 41,485 | 42,606 | 43,727 | 44,848 | 45,969 | 47,090 | 48,212 | 49,333 | 50,454 |
| 5 | 46,417 | 47,672 | 48,927 | 50,182 | 51,436 | 52,691 | 53,946 | 55,200 | 56,455 | 57,710 |
| 6 | 48,943 | 50,341 | 51,739 | 53,138 | 54,536 | 55,934 | 57,332 | 58,731 | 60,129 | 61,527 |
| 7 | 52,835 | 54,389 | 55,943 | 57,497 | 59,051 | 60,605 | 62,160 | 63,714 | 65,268 | 66,822 |
| 8 | 55,070 | 56,792 | 58,513 | 60,234 | 61,955 | 63,677 | 65,398 | 67,119 | 68,840 | 70,561 |
| 9 | 58,924 | 60,824 | 62,725 | 64,626 | 66,526 | 68,427 | 70,328 | 72,228 | 74,129 | 76,030 |
| 10 | 64,889 | 66,983 | 69,077 | 71,170 | 73,264 | 75,358 | 77,451 | 79,545 | 81,639 | 83,732 |
| 11 | 68,992 | 71,293 | 73,593 | 75,893 | 78,194 | 80,494 | 82,794 | 85,095 | 87,395 | 89,695 |
| 12 | 82,694 | 85,451 | 88,208 | 90,965 | 93,722 | 96,479 | 99,236 | 101,993 | 104,750 | 107,507 |
| 13 | 98,334 | 101,612 | 104,889 | 108,167 | 111,445 | 114,723 | 118,001 | 121,279 | 124,557 | 127,835 |
| 14 | 116,201 | 120,074 | 123,947 | 127,820 | 131,693 | 135,566 | 139,439 | 143,312 | 147,185 | 151,058 |
| 15 | 136,683 | 141,239 | 145,795 | 150,352 | 154,908 | 159,464 | 164,020 | 168,576 | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-RA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.49%
FOR THE LOCALITY PAY AREA OF RALEIGH-DURHAM-CHAPEL HILL, NC
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,782 | \$ 24,580 | \$ 25,370 | \$ 26,157 | \$ 26,948 | \$ 27,410 | \$ 28,192 | \$ 28,980 | \$ 29,012 | \$ 29,749 |
| 2 | 26,742 | 27,378 | 28,263 | 29,012 | 29,338 | 30,201 | 31,064 | 31,926 | 32,789 | 33,652 |
| 3 | 35,012 | 35,984 | 36,957 | 37,929 | 38,901 | 39,874 | 40,846 | 41,818 | 42,791 | 43,763 |
| 4 | 39,304 | 40,395 | 41,487 | 42,579 | 43,670 | 44,762 | 45,854 | 46,945 | 48,037 | 49,129 |
| 5 | 45,198 | 46,420 | 47,642 | 48,864 | 50,085 | 51,307 | 52,529 | 53,751 | 54,972 | 56,194 |
| 6 | 47,657 | 49,019 | 50,380 | 51,742 | 53,104 | 54,465 | 55,827 | 57,188 | 58,550 | 59,911 |
| 7 | 51,447 | 52,960 | 54,474 | 55,987 | 57,500 | 59,014 | 60,527 | 62,040 | 63,554 | 65,067 |
| 8 | 53,624 | 55,300 | 56,976 | 58,652 | 60,328 | 62,004 | 63,680 | 65,356 | 67,032 | 68,708 |
| 9 | 57,376 | 59,227 | 61,078 | 62,928 | 64,779 | 66,630 | 68,480 | 70,331 | 72,182 | 74,033 |
| 10 | 63,185 | 65,224 | 67,262 | 69,301 | 71,340 | 73,378 | 75,417 | 77,456 | 79,494 | 81,533 |
| 11 | 67,180 | 69,420 | 71,660 | 73,900 | 76,140 | 78,380 | 80,620 | 82,860 | 85,100 | 87,340 |
| 12 | 80,522 | 83,207 | 85,891 | 88,576 | 91,260 | 93,945 | 96,629 | 99,314 | 101,998 | 104,683 |
| 13 | 95,751 | 98,943 | 102,135 | 105,326 | 108,518 | 111,710 | 114,902 | 118,093 | 121,285 | 124,477 |
| 14 | 113,149 | 116,920 | 120,691 | 124,463 | 128,234 | 132,005 | 135,777 | 139,548 | 143,319 | 147,091 |
| 15 | 133,093 | 137,530 | 141,966 | 146,403 | 150,839 | 155,275 | 159,712 | 164,148 | 168,585 | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

**SALARY TABLE 2021-RCH (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021**

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,676 | \$ 24,470 | \$ 25,257 | \$ 26,040 | \$ 26,827 | \$ 27,287 | \$ 28,066 | \$ 28,850 | \$ 28,882 | \$ 29,616 |
| 2 | 26,622 | 27,255 | 28,137 | 28,882 | 29,207 | 30,065 | 30,924 | 31,783 | 32,642 | 33,501 |
| 3 | 34,855 | 35,823 | 36,791 | 37,759 | 38,727 | 39,695 | 40,663 | 41,631 | 42,599 | 43,567 |
| 4 | 39,128 | 40,214 | 41,301 | 42,388 | 43,475 | 44,561 | 45,648 | 46,735 | 47,822 | 48,908 |
| 5 | 44,996 | 46,212 | 47,428 | 48,645 | 49,861 | 51,077 | 52,293 | 53,510 | 54,726 | 55,942 |
| 6 | 47,444 | 48,799 | 50,155 | 51,510 | 52,866 | 54,221 | 55,576 | 56,932 | 58,287 | 59,643 |
| 7 | 51,216 | 52,723 | 54,229 | 55,736 | 57,243 | 58,749 | 60,256 | 61,762 | 63,269 | 64,775 |
| 8 | 53,384 | 55,052 | 56,721 | 58,389 | 60,058 | 61,726 | 63,395 | 65,063 | 66,732 | 68,400 |
| 9 | 57,119 | 58,961 | 60,804 | 62,646 | 64,489 | 66,331 | 68,174 | 70,016 | 71,858 | 73,701 |
| 10 | 62,902 | 64,931 | 66,961 | 68,990 | 71,020 | 73,050 | 75,079 | 77,109 | 79,138 | 81,168 |
| 11 | 66,879 | 69,109 | 71,339 | 73,569 | 75,799 | 78,029 | 80,259 | 82,488 | 84,718 | 86,948 |
| 12 | 80,161 | 82,834 | 85,506 | 88,179 | 90,851 | 93,524 | 96,196 | 98,869 | 101,541 | 104,214 |
| 13 | 95,322 | 98,499 | 101,677 | 104,854 | 108,032 | 111,209 | 114,387 | 117,564 | 120,742 | 123,919 |
| 14 | 112,641 | 116,396 | 120,150 | 123,905 | 127,659 | 131,414 | 135,168 | 138,922 | 142,677 | 146,431 |
| 15 | 132,497 | 136,913 | 141,330 | 145,746 | 150,163 | 154,580 | 158,996 | 163,413 | 167,829 | 172,246 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

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

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 24,943 | \$ 25,779 | \$ 26,608 | \$ 27,434 | \$ 28,263 | \$ 28,748 | \$ 29,568 | \$ 30,395 | \$ 30,427 | \$ 31,201 |
| 2 | 28,047 | 28,714 | 29,643 | 30,427 | 30,770 | 31,675 | 32,579 | 33,484 | 34,389 | 35,294 |
| 3 | 36,721 | 37,740 | 38,760 | 39,780 | 40,800 | 41,820 | 42,839 | 43,859 | 44,879 | 45,899 |
| 4 | 41,222 | 42,367 | 43,512 | 44,657 | 45,802 | 46,946 | 48,091 | 49,236 | 50,381 | 51,526 |
| 5 | 47,404 | 48,685 | 49,967 | 51,248 | 52,529 | 53,811 | 55,092 | 56,374 | 57,655 | 58,936 |
| 6 | 49,983 | 51,411 | 52,839 | 54,267 | 55,695 | 57,123 | 58,551 | 59,979 | 61,407 | 62,835 |
| 7 | 53,957 | 55,545 | 57,132 | 58,719 | 60,306 | 61,893 | 63,481 | 65,068 | 66,655 | 68,242 |
| 8 | 56,241 | 57,999 | 59,757 | 61,514 | 63,272 | 65,030 | 66,788 | 68,546 | 70,303 | 72,061 |
| 9 | 60,176 | 62,117 | 64,058 | 65,999 | 67,940 | 69,881 | 71,822 | 73,763 | 75,704 | 77,646 |
| 10 | 66,268 | 68,407 | 70,545 | 72,683 | 74,821 | 76,959 | 79,098 | 81,236 | 83,374 | 85,512 |
| 11 | 70,459 | 72,808 | 75,157 | 77,507 | 79,856 | 82,205 | 84,554 | 86,903 | 89,253 | 91,602 |
| 12 | 84,452 | 87,267 | 90,083 | 92,898 | 95,714 | 98,529 | 101,345 | 104,160 | 106,976 | 109,792 |
| 13 | 100,424 | 103,771 | 107,119 | 110,466 | 113,814 | 117,161 | 120,509 | 123,857 | 127,204 | 130,552 |
| 14 | 118,670 | 122,626 | 126,581 | 130,536 | 134,492 | 138,447 | 142,403 | 146,358 | 150,313 | 154,269 |
| 15 | 139,588 | 144,241 | 148,894 | 153,547 | 158,200 | 162,853 | 167,506 | 172,159 | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-SO (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.77%
FOR THE LOCALITY PAY AREA OF SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,048 | \$ 23,821 | \$ 24,587 | \$ 25,350 | \$ 26,116 | \$ 26,564 | \$ 27,322 | \$ 28,086 | \$ 28,116 | \$ 28,831 |
| 2 | 25,916 | 26,532 | 27,391 | 28,116 | 28,432 | 29,268 | 30,104 | 30,941 | 31,777 | 32,613 |
| 3 | 33,931 | 34,873 | 35,816 | 36,758 | 37,700 | 38,643 | 39,585 | 40,527 | 41,470 | 42,412 |
| 4 | 38,090 | 39,148 | 40,206 | 41,264 | 42,322 | 43,380 | 44,438 | 45,496 | 46,554 | 47,612 |
| 5 | 43,803 | 44,987 | 46,171 | 47,355 | 48,539 | 49,723 | 50,907 | 52,091 | 53,275 | 54,459 |
| 6 | 46,186 | 47,506 | 48,825 | 50,145 | 51,464 | 52,784 | 54,103 | 55,423 | 56,742 | 58,062 |
| 7 | 49,858 | 51,325 | 52,792 | 54,258 | 55,725 | 57,192 | 58,658 | 60,125 | 61,592 | 63,058 |
| 8 | 51,968 | 53,593 | 55,217 | 56,841 | 58,466 | 60,090 | 61,714 | 63,338 | 64,963 | 66,587 |
| 9 | 55,605 | 57,398 | 59,192 | 60,985 | 62,779 | 64,573 | 66,366 | 68,160 | 69,953 | 71,747 |
| 10 | 61,234 | 63,210 | 65,186 | 67,161 | 69,137 | 71,113 | 73,089 | 75,064 | 77,040 | 79,016 |
| 11 | 65,106 | 67,277 | 69,448 | 71,619 | 73,789 | 75,960 | 78,131 | 80,302 | 82,472 | 84,643 |
| 12 | 78,036 | 80,638 | 83,239 | 85,841 | 88,443 | 91,044 | 93,646 | 96,248 | 98,849 | 101,451 |
| 13 | 92,795 | 95,888 | 98,981 | 102,074 | 105,168 | 108,261 | 111,354 | 114,447 | 117,541 | 120,634 |
| 14 | 109,655 | 113,310 | 116,965 | 120,620 | 124,275 | 127,930 | 131,585 | 135,240 | 138,894 | 142,549 |
| 15 | 128,984 | 133,284 | 137,583 | 141,883 | 146,182 | 150,481 | 154,781 | 159,080 | 163,380 | 167,679 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

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

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 25,614 | \$ 26,473 | \$ 27,324 | \$ 28,172 | \$ 29,023 | \$ 29,521 | \$ 30,364 | \$ 31,212 | \$ 31,246 | \$ 32,040 |
| 2 | 28,801 | 29,486 | 30,440 | 31,246 | 31,598 | 32,527 | 33,456 | 34,385 | 35,314 | 36,243 |
| 3 | 37,709 | 38,756 | 39,803 | 40,850 | 41,898 | 42,945 | 43,992 | 45,039 | 46,087 | 47,134 |
| 4 | 42,331 | 43,507 | 44,682 | 45,858 | 47,034 | 48,210 | 49,385 | 50,561 | 51,737 | 52,912 |
| 5 | 48,679 | 49,995 | 51,311 | 52,627 | 53,943 | 55,259 | 56,575 | 57,890 | 59,206 | 60,522 |
| 6 | 51,328 | 52,794 | 54,261 | 55,727 | 57,194 | 58,660 | 60,126 | 61,593 | 63,059 | 64,526 |
| 7 | 55,409 | 57,039 | 58,669 | 60,299 | 61,929 | 63,559 | 65,189 | 66,819 | 68,448 | 70,078 |
| 8 | 57,754 | 59,559 | 61,364 | 63,169 | 64,975 | 66,780 | 68,585 | 70,390 | 72,195 | 74,000 |
| 9 | 61,795 | 63,788 | 65,782 | 67,775 | 69,768 | 71,762 | 73,755 | 75,748 | 77,741 | 79,735 |
| 10 | 68,051 | 70,247 | 72,443 | 74,639 | 76,834 | 79,030 | 81,226 | 83,421 | 85,617 | 87,813 |
| 11 | 72,355 | 74,767 | 77,179 | 79,592 | 82,004 | 84,417 | 86,829 | 89,242 | 91,654 | 94,066 |
| 12 | 86,724 | 89,615 | 92,507 | 95,398 | 98,289 | 101,180 | 104,072 | 106,963 | 109,854 | 112,745 |
| 13 | 103,126 | 106,563 | 110,001 | 113,438 | 116,876 | 120,314 | 123,751 | 127,189 | 130,626 | 134,064 |
| 14 | 121,863 | 125,925 | 129,987 | 134,049 | 138,110 | 142,172 | 146,234 | 150,296 | 154,358 | 158,419 |
| 15 | 143,344 | 148,122 | 152,900 | 157,678 | 162,456 | 167,235 | 172,013 | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

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

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 27,917 | \$ 28,854 | \$ 29,782 | \$ 30,705 | \$ 31,633 | \$ 32,176 | \$ 33,094 | \$ 34,019 | \$ 34,056 | \$ 34,922 |
| 2 | 31,391 | 32,138 | 33,178 | 34,056 | 34,439 | 35,452 | 36,465 | 37,477 | 38,490 | 39,503 |
| 3 | 41,100 | 42,241 | 43,382 | 44,524 | 45,665 | 46,807 | 47,948 | 49,090 | 50,231 | 51,372 |
| 4 | 46,138 | 47,419 | 48,701 | 49,982 | 51,264 | 52,545 | 53,826 | 55,108 | 56,389 | 57,671 |
| 5 | 53,057 | 54,491 | 55,925 | 57,360 | 58,794 | 60,228 | 61,662 | 63,096 | 64,531 | 65,965 |
| 6 | 55,944 | 57,542 | 59,140 | 60,739 | 62,337 | 63,935 | 65,533 | 67,132 | 68,730 | 70,328 |
| 7 | 60,392 | 62,169 | 63,945 | 65,722 | 67,498 | 69,274 | 71,051 | 72,827 | 74,604 | 76,380 |
| 8 | 62,948 | 64,915 | 66,883 | 68,850 | 70,818 | 72,785 | 74,752 | 76,720 | 78,687 | 80,655 |
| 9 | 67,352 | 69,525 | 71,697 | 73,870 | 76,042 | 78,215 | 80,387 | 82,560 | 84,732 | 86,905 |
| 10 | 74,171 | 76,564 | 78,957 | 81,351 | 83,744 | 86,137 | 88,530 | 90,923 | 93,316 | 95,710 |
| 11 | 78,861 | 81,491 | 84,120 | 86,749 | 89,379 | 92,008 | 94,638 | 97,267 | 99,896 | 102,526 |
| 12 | 94,523 | 97,674 | 100,826 | 103,977 | 107,128 | 110,279 | 113,431 | 116,582 | 119,733 | 122,884 |
| 13 | 112,400 | 116,146 | 119,893 | 123,640 | 127,387 | 131,133 | 134,880 | 138,627 | 142,374 | 146,120 |
| 14 | 132,822 | 137,249 | 141,676 | 146,103 | 150,530 | 154,957 | 159,384 | 163,812 | 168,239 | 172,500 * |
| 15 | 156,235 | 161,442 | 166,650 | 171,858 | 172,500 * | 172,500 * | 172,500 * | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-SEA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.02%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 25,071 | \$ 25,912 | \$ 26,745 | \$ 27,575 | \$ 28,408 | \$ 28,896 | \$ 29,720 | \$ 30,551 | \$ 30,584 | \$ 31,361 |
| 2 | 28,191 | 28,861 | 29,795 | 30,584 | 30,928 | 31,838 | 32,747 | 33,656 | 34,566 | 35,475 |
| 3 | 36,909 | 37,935 | 38,960 | 39,985 | 41,010 | 42,035 | 43,060 | 44,085 | 45,110 | 46,135 |
| 4 | 41,434 | 42,585 | 43,736 | 44,886 | 46,037 | 47,188 | 48,339 | 49,490 | 50,640 | 51,791 |
| 5 | 47,648 | 48,936 | 50,224 | 51,512 | 52,800 | 54,088 | 55,376 | 56,664 | 57,952 | 59,240 |
| 6 | 50,240 | 51,676 | 53,111 | 54,546 | 55,982 | 57,417 | 58,852 | 60,288 | 61,723 | 63,158 |
| 7 | 54,235 | 55,830 | 57,426 | 59,021 | 60,616 | 62,212 | 63,807 | 65,403 | 66,998 | 68,593 |
| 8 | 56,530 | 58,297 | 60,064 | 61,831 | 63,598 | 65,364 | 67,131 | 68,898 | 70,665 | 72,432 |
| 9 | 60,486 | 62,437 | 64,388 | 66,339 | 68,290 | 70,241 | 72,192 | 74,143 | 76,094 | 78,045 |
| 10 | 66,609 | 68,758 | 70,908 | 73,057 | 75,206 | 77,355 | 79,504 | 81,654 | 83,803 | 85,952 |
| 11 | 70,821 | 73,183 | 75,544 | 77,905 | 80,266 | 82,628 | 84,989 | 87,350 | 89,712 | 92,073 |
| 12 | 84,886 | 87,716 | 90,546 | 93,376 | 96,206 | 99,036 | 101,866 | 104,696 | 107,526 | 110,356 |
| 13 | 100,940 | 104,305 | 107,670 | 111,035 | 114,399 | 117,764 | 121,129 | 124,494 | 127,858 | 131,223 |
| 14 | 119,281 | 123,256 | 127,232 | 131,208 | 135,184 | 139,159 | 143,135 | 147,111 | 151,086 | 155,062 |
| 15 | 140,306 | 144,983 | 149,660 | 154,337 | 159,014 | 163,691 | 168,368 | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-SL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.65%
FOR THE LOCALITY PAY AREA OF ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,222 | \$ 24,001 | \$ 24,772 | \$ 25,541 | \$ 26,312 | \$ 26,764 | \$ 27,528 | \$ 28,297 | \$ 28,328 | \$ 29,048 |
| 2 | 26,111 | 26,732 | 27,597 | 28,328 | 28,647 | 29,489 | 30,331 | 31,174 | 32,016 | 32,858 |
| 3 | 34,187 | 35,136 | 36,086 | 37,035 | 37,984 | 38,934 | 39,883 | 40,833 | 41,782 | 42,732 |
| 4 | 38,377 | 39,443 | 40,509 | 41,575 | 42,641 | 43,707 | 44,773 | 45,839 | 46,905 | 47,971 |
| 5 | 44,133 | 45,326 | 46,519 | 47,712 | 48,905 | 50,098 | 51,291 | 52,484 | 53,677 | 54,870 |
| 6 | 46,534 | 47,864 | 49,193 | 50,522 | 51,852 | 53,181 | 54,511 | 55,840 | 57,170 | 58,499 |
| 7 | 50,234 | 51,712 | 53,190 | 54,667 | 56,145 | 57,623 | 59,100 | 60,578 | 62,056 | 63,533 |
| 8 | 52,360 | 53,997 | 55,633 | 57,270 | 58,906 | 60,543 | 62,179 | 63,816 | 65,452 | 67,089 |
| 9 | 56,024 | 57,831 | 59,638 | 61,445 | 63,252 | 65,059 | 66,866 | 68,673 | 70,481 | 72,288 |
| 10 | 61,696 | 63,686 | 65,677 | 67,668 | 69,658 | 71,649 | 73,639 | 75,630 | 77,621 | 79,611 |
| 11 | 65,597 | 67,784 | 69,971 | 72,158 | 74,345 | 76,533 | 78,720 | 80,907 | 83,094 | 85,281 |
| 12 | 78,624 | 81,246 | 83,867 | 86,488 | 89,109 | 91,731 | 94,352 | 96,973 | 99,594 | 102,215 |
| 13 | 93,494 | 96,611 | 99,727 | 102,844 | 105,960 | 109,077 | 112,193 | 115,310 | 118,426 | 121,543 |
| 14 | 110,482 | 114,164 | 117,846 | 121,529 | 125,211 | 128,894 | 132,576 | 136,259 | 139,941 | 143,624 |
| 15 | 129,956 | 134,288 | 138,620 | 142,952 | 147,284 | 151,616 | 155,947 | 160,279 | 164,611 | 168,943 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-TU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.19%
FOR THE LOCALITY PAY AREA OF TUCSON-NOGALES, AZ
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,131 | \$ 23,907 | \$ 24,676 | \$ 25,441 | \$ 26,210 | \$ 26,660 | \$ 27,420 | \$ 28,187 | \$ 28,217 | \$ 28,934 |
| 2 | 26,009 | 26,628 | 27,489 | 28,217 | 28,535 | 29,374 | 30,213 | 31,052 | 31,891 | 32,730 |
| 3 | 34,053 | 34,999 | 35,945 | 36,890 | 37,836 | 38,782 | 39,727 | 40,673 | 41,619 | 42,565 |
| 4 | 38,227 | 39,289 | 40,351 | 41,413 | 42,474 | 43,536 | 44,598 | 45,660 | 46,721 | 47,783 |
| 5 | 43,960 | 45,149 | 46,337 | 47,525 | 48,714 | 49,902 | 51,090 | 52,278 | 53,467 | 54,655 |
| 6 | 46,352 | 47,676 | 49,001 | 50,325 | 51,649 | 52,973 | 54,298 | 55,622 | 56,946 | 58,270 |
| 7 | 50,038 | 51,510 | 52,982 | 54,454 | 55,925 | 57,397 | 58,869 | 60,341 | 61,813 | 63,285 |
| 8 | 52,155 | 53,786 | 55,416 | 57,046 | 58,676 | 60,306 | 61,936 | 63,566 | 65,196 | 66,826 |
| 9 | 55,805 | 57,605 | 59,405 | 61,205 | 63,005 | 64,805 | 66,605 | 68,405 | 70,205 | 72,005 |
| 10 | 61,454 | 63,437 | 65,420 | 67,403 | 69,386 | 71,369 | 73,352 | 75,334 | 77,317 | 79,300 |
| 11 | 65,340 | 67,519 | 69,698 | 71,876 | 74,055 | 76,233 | 78,412 | 80,590 | 82,769 | 84,948 |
| 12 | 78,317 | 80,928 | 83,539 | 86,150 | 88,761 | 91,372 | 93,983 | 96,594 | 99,205 | 101,816 |
| 13 | 93,129 | 96,233 | 99,337 | 102,442 | 105,546 | 108,650 | 111,755 | 114,859 | 117,963 | 121,068 |
| 14 | 110,050 | 113,718 | 117,386 | 121,054 | 124,722 | 128,390 | 132,058 | 135,726 | 139,394 | 143,062 |
| 15 | 129,448 | 133,763 | 138,078 | 142,393 | 146,708 | 151,023 | 155,338 | 159,653 | 163,968 | 168,282 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

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

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 22,997 | \$ 23,768 | \$ 24,532 | \$ 25,293 | \$ 26,057 | \$ 26,505 | \$ 27,261 | \$ 28,023 | \$ 28,053 | \$ 28,766 |
| 2 | 25,858 | 26,473 | 27,330 | 28,053 | 28,369 | 29,203 | 30,037 | 30,872 | 31,706 | 32,540 |
| 3 | 33,855 | 34,796 | 35,736 | 36,676 | 37,616 | 38,557 | 39,497 | 40,437 | 41,377 | 42,318 |
| 4 | 38,006 | 39,061 | 40,117 | 41,172 | 42,228 | 43,283 | 44,339 | 45,395 | 46,450 | 47,506 |
| 5 | 43,705 | 44,887 | 46,068 | 47,249 | 48,431 | 49,612 | 50,794 | 51,975 | 53,157 | 54,338 |
| 6 | 46,083 | 47,400 | 48,716 | 50,033 | 51,349 | 52,666 | 53,983 | 55,299 | 56,616 | 57,932 |
| 7 | 49,747 | 51,211 | 52,674 | 54,138 | 55,601 | 57,064 | 58,528 | 59,991 | 61,454 | 62,918 |
| 8 | 51,853 | 53,473 | 55,094 | 56,715 | 58,335 | 59,956 | 61,577 | 63,197 | 64,818 | 66,439 |
| 9 | 55,481 | 57,270 | 59,060 | 60,850 | 62,639 | 64,429 | 66,218 | 68,008 | 69,798 | 71,587 |
| 10 | 61,098 | 63,069 | 65,041 | 67,012 | 68,983 | 70,955 | 72,926 | 74,897 | 76,869 | 78,840 |
| 11 | 64,961 | 67,127 | 69,293 | 71,459 | 73,625 | 75,791 | 77,957 | 80,123 | 82,289 | 84,455 |
| 12 | 77,862 | 80,458 | 83,054 | 85,650 | 88,246 | 90,842 | 93,438 | 96,033 | 98,629 | 101,225 |
| 13 | 92,588 | 95,675 | 98,761 | 101,847 | 104,934 | 108,020 | 111,106 | 114,193 | 117,279 | 120,365 |
| 14 | 109,411 | 113,058 | 116,705 | 120,351 | 123,998 | 127,645 | 131,292 | 134,938 | 138,585 | 142,232 |
| 15 | 128,697 | 132,987 | 137,277 | 141,567 | 145,857 | 150,146 | 154,436 | 158,726 | 163,016 | 167,306 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-DCB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.48%
FOR THE LOCALITY PAY AREA OF WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 25,754 | \$ 26,618 | \$ 27,474 | \$ 28,326 | \$ 29,182 | \$ 29,683 | \$ 30,530 | \$ 31,383 | \$ 31,417 | \$ 32,216 |
| 2 | 28,959 | 29,648 | 30,607 | 31,417 | 31,771 | 32,705 | 33,639 | 34,573 | 35,508 | 36,442 |
| 3 | 37,915 | 38,968 | 40,021 | 41,074 | 42,127 | 43,180 | 44,233 | 45,286 | 46,339 | 47,392 |
| 4 | 42,563 | 43,745 | 44,927 | 46,109 | 47,291 | 48,473 | 49,655 | 50,838 | 52,020 | 53,202 |
| 5 | 48,946 | 50,269 | 51,592 | 52,915 | 54,238 | 55,561 | 56,884 | 58,207 | 59,530 | 60,853 |
| 6 | 51,609 | 53,083 | 54,558 | 56,032 | 57,506 | 58,981 | 60,455 | 61,930 | 63,404 | 64,879 |
| 7 | 55,712 | 57,351 | 58,990 | 60,629 | 62,268 | 63,906 | 65,545 | 67,184 | 68,823 | 70,462 |
| 8 | 58,070 | 59,885 | 61,700 | 63,515 | 65,330 | 67,145 | 68,960 | 70,775 | 72,590 | 74,405 |
| 9 | 62,133 | 64,137 | 66,142 | 68,146 | 70,150 | 72,154 | 74,158 | 76,162 | 78,167 | 80,171 |
| 10 | 68,424 | 70,631 | 72,839 | 75,047 | 77,255 | 79,462 | 81,670 | 83,878 | 86,085 | 88,293 |
| 11 | 72,750 | 75,176 | 77,602 | 80,027 | 82,453 | 84,879 | 87,304 | 89,730 | 92,155 | 94,581 |
| 12 | 87,198 | 90,106 | 93,013 | 95,920 | 98,827 | 101,734 | 104,641 | 107,548 | 110,455 | 113,362 |
| 13 | 103,690 | 107,146 | 110,603 | 114,059 | 117,516 | 120,972 | 124,428 | 127,885 | 131,341 | 134,798 |
| 14 | 122,530 | 126,614 | 130,698 | 134,782 | 138,866 | 142,950 | 147,034 | 151,118 | 155,202 | 159,286 |
| 15 | 144,128 | 148,932 | 153,737 | 158,541 | 163,345 | 168,150 | 172,500 * | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-RUS (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
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

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 22,886 | \$ 23,654 | \$ 24,414 | \$ 25,172 | \$ 25,932 | \$ 26,377 | \$ 27,130 | \$ 27,888 | \$ 27,918 | \$ 28,628 |
| 2 | 25,734 | 26,346 | 27,198 | 27,918 | 28,233 | 29,063 | 29,893 | 30,723 | 31,553 | 32,384 |
| 3 | 33,693 | 34,628 | 35,564 | 36,500 | 37,436 | 38,371 | 39,307 | 40,243 | 41,178 | 42,114 |
| 4 | 37,823 | 38,873 | 39,924 | 40,974 | 42,025 | 43,075 | 44,126 | 45,176 | 46,227 | 47,277 |
| 5 | 43,495 | 44,671 | 45,847 | 47,022 | 48,198 | 49,374 | 50,550 | 51,725 | 52,901 | 54,077 |
| 6 | 45,862 | 47,172 | 48,482 | 49,792 | 51,103 | 52,413 | 53,723 | 55,033 | 56,344 | 57,654 |
| 7 | 49,508 | 50,965 | 52,421 | 53,877 | 55,334 | 56,790 | 58,246 | 59,703 | 61,159 | 62,615 |
| 8 | 51,604 | 53,216 | 54,829 | 56,442 | 58,055 | 59,668 | 61,281 | 62,894 | 64,506 | 66,119 |
| 9 | 55,214 | 56,995 | 58,776 | 60,557 | 62,338 | 64,119 | 65,900 | 67,681 | 69,462 | 71,243 |
| 10 | 60,804 | 62,766 | 64,728 | 66,690 | 68,652 | 70,614 | 72,575 | 74,537 | 76,499 | 78,461 |
| 11 | 64,649 | 66,805 | 68,960 | 71,116 | 73,271 | 75,427 | 77,582 | 79,738 | 81,893 | 84,049 |
| 12 | 77,488 | 80,072 | 82,655 | 85,238 | 87,822 | 90,405 | 92,988 | 95,572 | 98,155 | 100,739 |
| 13 | 92,143 | 95,215 | 98,286 | 101,358 | 104,429 | 107,501 | 110,572 | 113,644 | 116,715 | 119,787 |
| 14 | 108,885 | 112,514 | 116,144 | 119,773 | 123,402 | 127,031 | 130,661 | 134,290 | 137,919 | 141,548 |
| 15 | 128,078 | 132,348 | 136,617 | 140,886 | 145,155 | 149,425 | 153,694 | 157,963 | 162,233 | 166,502 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-AK (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.67%
STATE OF ALASKA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 25,594 | \$ 26,453 | \$ 27,303 | \$ 28,150 | \$ 29,001 | \$ 29,499 | \$ 30,340 | \$ 31,188 | \$ 31,222 | \$ 32,016 |
| 2 | 28,779 | 29,464 | 30,417 | 31,222 | 31,573 | 32,502 | 33,430 | 34,359 | 35,287 | 36,216 |
| 3 | 37,680 | 38,726 | 39,772 | 40,819 | 41,865 | 42,912 | 43,958 | 45,005 | 46,051 | 47,097 |
| 4 | 42,298 | 43,473 | 44,648 | 45,823 | 46,998 | 48,172 | 49,347 | 50,522 | 51,697 | 52,872 |
| 5 | 48,642 | 49,957 | 51,272 | 52,586 | 53,901 | 55,216 | 56,531 | 57,846 | 59,161 | 60,475 |
| 6 | 51,288 | 52,754 | 54,219 | 55,684 | 57,149 | 58,615 | 60,080 | 61,545 | 63,011 | 64,476 |
| 7 | 55,366 | 56,995 | 58,624 | 60,252 | 61,881 | 63,510 | 65,138 | 66,767 | 68,396 | 70,024 |
| 8 | 57,710 | 59,513 | 61,317 | 63,121 | 64,924 | 66,728 | 68,532 | 70,336 | 72,139 | 73,943 |
| 9 | 61,748 | 63,739 | 65,731 | 67,723 | 69,714 | 71,706 | 73,698 | 75,690 | 77,681 | 79,673 |
| 10 | 67,999 | 70,193 | 72,387 | 74,581 | 76,775 | 78,969 | 81,163 | 83,357 | 85,551 | 87,745 |
| 11 | 72,299 | 74,709 | 77,120 | 79,531 | 81,941 | 84,352 | 86,762 | 89,173 | 91,583 | 93,994 |
| 12 | 86,657 | 89,546 | 92,435 | 95,324 | 98,213 | 101,102 | 103,991 | 106,880 | 109,770 | 112,659 |
| 13 | 103,046 | 106,481 | 109,916 | 113,351 | 116,786 | 120,221 | 123,656 | 127,091 | 130,526 | 133,961 |
| 14 | 121,769 | 125,828 | 129,887 | 133,945 | 138,004 | 142,063 | 146,121 | 150,180 | 154,239 | 158,297 |
| 15 | 143,233 | 148,008 | 152,782 | 157,557 | 162,331 | 167,106 | 171,880 | 172,500 * | 172,500 * | 172,500 * |

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>

SALARY TABLE 2021-HI (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.56%
STATE OF HAWAII
TOTAL INCREASE: 3.10%
EFFECTIVE JANUARY 2021

Annual Rates by Grade and Step

| Grade | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| 1 | \$ 23,599 | \$ 24,390 | \$ 25,175 | \$ 25,955 | \$ 26,740 | \$ 27,199 | \$ 27,975 | \$ 28,757 | \$ 28,788 | \$ 29,519 |
| 2 | 26,535 | 27,166 | 28,045 | 28,788 | 29,112 | 29,968 | 30,824 | 31,680 | 32,536 | 33,392 |
| 3 | 34,742 | 35,707 | 36,671 | 37,636 | 38,601 | 39,566 | 40,531 | 41,496 | 42,461 | 43,425 |
| 4 | 39,000 | 40,084 | 41,167 | 42,250 | 43,333 | 44,417 | 45,500 | 46,583 | 47,666 | 48,749 |
| 5 | 44,849 | 46,062 | 47,274 | 48,486 | 49,699 | 50,911 | 52,123 | 53,336 | 54,548 | 55,760 |
| 6 | 47,290 | 48,641 | 49,992 | 51,343 | 52,694 | 54,045 | 55,396 | 56,747 | 58,098 | 59,449 |
| 7 | 51,050 | 52,551 | 54,053 | 55,555 | 57,056 | 58,558 | 60,060 | 61,561 | 63,063 | 64,565 |
| 8 | 53,210 | 54,873 | 56,536 | 58,199 | 59,862 | 61,526 | 63,189 | 64,852 | 66,515 | 68,178 |
| 9 | 56,933 | 58,770 | 60,606 | 62,443 | 64,279 | 66,115 | 67,952 | 69,788 | 71,625 | 73,461 |
| 10 | 62,697 | 64,720 | 66,743 | 68,766 | 70,789 | 72,812 | 74,835 | 76,858 | 78,881 | 80,904 |
| 11 | 66,662 | 68,884 | 71,107 | 73,330 | 75,552 | 77,775 | 79,998 | 82,220 | 84,443 | 86,665 |
| 12 | 79,901 | 82,565 | 85,228 | 87,892 | 90,556 | 93,220 | 95,884 | 98,547 | 101,211 | 103,875 |
| 13 | 95,012 | 98,179 | 101,346 | 104,513 | 107,681 | 110,848 | 114,015 | 117,182 | 120,349 | 123,516 |
| 14 | 112,275 | 116,017 | 119,760 | 123,502 | 127,244 | 130,986 | 134,729 | 138,471 | 142,213 | 145,955 |
| 15 | 132,066 | 136,468 | 140,870 | 145,273 | 149,675 | 154,077 | 158,479 | 162,881 | 167,284 | 171,686 |

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>