

SALARY TABLE 2021-GS
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE
EFFECTIVE JANUARY 2021

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|---------|---------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 9.46 | \$ 9.77 | \$ 10.09 | \$ 10.40 | \$ 10.72 | \$ 10.90 | \$ 11.21 | \$ 11.52 | \$ 11.54 | \$ 11.83 |
| | O | 14.19 | 14.66 | 15.14 | 15.60 | 16.08 | 16.35 | 16.82 | 17.28 | 17.31 | 17.75 |
| 2 | B | 10.63 | 10.89 | 11.24 | 11.54 | 11.67 | 12.01 | 12.35 | 12.70 | 13.04 | 13.38 |
| | O | 15.95 | 16.34 | 16.86 | 17.31 | 17.51 | 18.02 | 18.53 | 19.05 | 19.56 | 20.07 |
| 3 | B | 11.60 | 11.99 | 12.38 | 12.76 | 13.15 | 13.54 | 13.92 | 14.31 | 14.70 | 15.08 |
| | O | 17.40 | 17.99 | 18.57 | 19.14 | 19.73 | 20.31 | 20.88 | 21.47 | 22.05 | 22.62 |
| 4 | B | 13.03 | 13.46 | 13.89 | 14.33 | 14.76 | 15.20 | 15.63 | 16.06 | 16.50 | 16.93 |
| | O | 19.55 | 20.19 | 20.84 | 21.50 | 22.14 | 22.80 | 23.45 | 24.09 | 24.75 | 25.40 |
| 5 | B | 14.57 | 15.06 | 15.54 | 16.03 | 16.52 | 17.00 | 17.49 | 17.97 | 18.46 | 18.95 |
| | O | 21.86 | 22.59 | 23.31 | 24.05 | 24.78 | 25.50 | 26.24 | 26.96 | 27.69 | 28.43 |
| 6 | B | 16.24 | 16.79 | 17.33 | 17.87 | 18.41 | 18.95 | 19.49 | 20.03 | 20.58 | 21.12 |
| | O | 24.36 | 25.19 | 26.00 | 26.81 | 27.62 | 28.43 | 29.24 | 30.05 | 30.87 | 31.68 |
| 7 | B | 18.05 | 18.65 | 19.26 | 19.86 | 20.46 | 21.06 | 21.66 | 22.26 | 22.87 | 23.47 |
| | O | 27.08 | 27.98 | 28.89 | 29.79 | 30.69 | 31.59 | 32.49 | 33.39 | 34.31 | 35.21 |
| 8 | B | 19.99 | 20.66 | 21.32 | 21.99 | 22.66 | 23.32 | 23.99 | 24.66 | 25.32 | 25.99 |
| | O | 29.99 | 30.99 | 31.98 | 32.99 | 33.99 | 34.98 | 35.99 | 36.48 | 36.48 | 36.48 |
| 9 | B | 22.08 | 22.82 | 23.55 | 24.29 | 25.02 | 25.76 | 26.50 | 27.23 | 27.97 | 28.70 |
| | O | 33.12 | 34.23 | 35.33 | 36.44 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 |
| 10 | B | 24.32 | 25.13 | 25.94 | 26.75 | 27.56 | 28.37 | 29.18 | 29.99 | 30.80 | 31.61 |
| | O | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 |
| 11 | B | 26.72 | 27.61 | 28.50 | 29.39 | 30.28 | 31.17 | 32.06 | 32.95 | 33.84 | 34.73 |
| | O | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 |
| 12 | B | 32.02 | 33.09 | 34.16 | 35.22 | 36.29 | 37.36 | 38.43 | 39.49 | 40.56 | 41.63 |
| | O | 36.48 | 36.48 | 36.48 | 36.48 | 36.48 | 37.36 | 38.43 | 39.49 | 40.56 | 41.63 |
| 13 | B | 38.08 | 39.35 | 40.62 | 41.89 | 43.15 | 44.42 | 45.69 | 46.96 | 48.23 | 49.50 |
| | O | 38.08 | 39.35 | 40.62 | 41.89 | 43.15 | 44.42 | 45.69 | 46.96 | 48.23 | 49.50 |
| 14 | B | 45.00 | 46.50 | 48.00 | 49.50 | 51.00 | 52.49 | 53.99 | 55.49 | 56.99 | 58.49 |
| | O | 45.00 | 46.50 | 48.00 | 49.50 | 51.00 | 52.49 | 53.99 | 55.49 | 56.99 | 58.49 |
| 15 | B | 52.93 | 54.69 | 56.46 | 58.22 | 59.98 | 61.75 | 63.51 | 65.28 | 67.04 | 68.81 |
| | O | 52.93 | 54.69 | 56.46 | 58.22 | 59.98 | 61.75 | 63.51 | 65.28 | 67.04 | 68.81 |

SALARY TABLE 2021-AL
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.15 | \$ 11.52 | \$ 11.89 | \$ 12.26 | \$ 12.63 | \$ 12.85 | \$ 13.22 | \$ 13.59 | \$ 13.60 | \$ 13.95 |
| | O | 16.73 | 17.28 | 17.84 | 18.39 | 18.95 | 19.28 | 19.83 | 20.39 | 20.40 | 20.93 |
| 2 | B | 12.54 | 12.83 | 13.25 | 13.60 | 13.75 | 14.16 | 14.56 | 14.97 | 15.37 | 15.78 |
| | O | 18.81 | 19.25 | 19.88 | 20.40 | 20.63 | 21.24 | 21.84 | 22.46 | 23.06 | 23.67 |
| 3 | B | 13.68 | 14.13 | 14.59 | 15.05 | 15.50 | 15.96 | 16.41 | 16.87 | 17.32 | 17.78 |
| | O | 20.52 | 21.20 | 21.89 | 22.58 | 23.25 | 23.94 | 24.62 | 25.31 | 25.98 | 26.67 |
| 4 | B | 15.35 | 15.87 | 16.38 | 16.89 | 17.40 | 17.91 | 18.42 | 18.94 | 19.45 | 19.96 |
| | O | 23.03 | 23.81 | 24.57 | 25.34 | 26.10 | 26.87 | 27.63 | 28.41 | 29.18 | 29.94 |
| 5 | B | 17.18 | 17.75 | 18.32 | 18.90 | 19.47 | 20.04 | 20.62 | 21.19 | 21.76 | 22.33 |
| | O | 25.77 | 26.63 | 27.48 | 28.35 | 29.21 | 30.06 | 30.93 | 31.79 | 32.64 | 33.50 |
| 6 | B | 19.15 | 19.79 | 20.43 | 21.06 | 21.70 | 22.34 | 22.98 | 23.62 | 24.26 | 24.89 |
| | O | 28.73 | 29.69 | 30.65 | 31.59 | 32.55 | 33.51 | 34.47 | 35.43 | 36.39 | 37.34 |
| 7 | B | 21.28 | 21.99 | 22.70 | 23.41 | 24.12 | 24.83 | 25.54 | 26.25 | 26.95 | 27.66 |
| | O | 31.92 | 32.99 | 34.05 | 35.12 | 36.18 | 37.25 | 38.31 | 39.38 | 40.43 | 41.49 |
| 8 | B | 23.57 | 24.35 | 25.14 | 25.92 | 26.71 | 27.49 | 28.28 | 29.07 | 29.85 | 30.64 |
| | O | 35.36 | 36.53 | 37.71 | 38.88 | 40.07 | 41.24 | 42.42 | 42.99 | 42.99 | 42.99 |
| 9 | B | 26.03 | 26.90 | 27.76 | 28.63 | 29.50 | 30.37 | 31.23 | 32.10 | 32.97 | 33.84 |
| | O | 39.05 | 40.35 | 41.64 | 42.95 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 |
| 10 | B | 28.66 | 29.62 | 30.58 | 31.53 | 32.49 | 33.44 | 34.40 | 35.35 | 36.31 | 37.27 |
| | O | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 |
| 11 | B | 31.49 | 32.54 | 33.59 | 34.64 | 35.69 | 36.74 | 37.79 | 38.84 | 39.89 | 40.94 |
| | O | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 |
| 12 | B | 37.75 | 39.01 | 40.26 | 41.52 | 42.78 | 44.04 | 45.30 | 46.56 | 47.81 | 49.07 |
| | O | 42.99 | 42.99 | 42.99 | 42.99 | 42.99 | 44.04 | 45.30 | 46.56 | 47.81 | 49.07 |
| 13 | B | 44.89 | 46.38 | 47.88 | 49.37 | 50.87 | 52.37 | 53.86 | 55.36 | 56.86 | 58.35 |
| | O | 44.89 | 46.38 | 47.88 | 49.37 | 50.87 | 52.37 | 53.86 | 55.36 | 56.86 | 58.35 |
| 14 | B | 53.04 | 54.81 | 56.58 | 58.35 | 60.11 | 61.88 | 63.65 | 65.42 | 67.18 | 68.95 |
| | O | 53.04 | 54.81 | 56.58 | 58.35 | 60.11 | 61.88 | 63.65 | 65.42 | 67.18 | 68.95 |
| 15 | B | 62.39 | 64.47 | 66.55 | 68.63 | 70.71 | 72.79 | 74.87 | 76.95 | 79.03 | 81.11 |
| | O | 62.39 | 64.47 | 66.55 | 68.63 | 70.71 | 72.79 | 74.87 | 76.95 | 79.03 | 81.11 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-AQ
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.03 | \$ 11.41 | \$ 11.77 | \$ 12.14 | \$ 12.50 | \$ 12.72 | \$ 13.08 | \$ 13.45 | \$ 13.46 | \$ 13.80 |
| | O | 16.55 | 17.12 | 17.66 | 18.21 | 18.75 | 19.08 | 19.62 | 20.18 | 20.19 | 20.70 |
| 2 | B | 12.41 | 12.70 | 13.11 | 13.46 | 13.61 | 14.01 | 14.41 | 14.81 | 15.21 | 15.61 |
| | O | 18.62 | 19.05 | 19.67 | 20.19 | 20.42 | 21.02 | 21.62 | 22.22 | 22.82 | 23.42 |
| 3 | B | 13.54 | 13.99 | 14.44 | 14.89 | 15.34 | 15.79 | 16.25 | 16.70 | 17.15 | 17.60 |
| | O | 20.31 | 20.99 | 21.66 | 22.34 | 23.01 | 23.69 | 24.38 | 25.05 | 25.73 | 26.40 |
| 4 | B | 15.20 | 15.70 | 16.21 | 16.72 | 17.22 | 17.73 | 18.24 | 18.74 | 19.25 | 19.76 |
| | O | 22.80 | 23.55 | 24.32 | 25.08 | 25.83 | 26.60 | 27.36 | 28.11 | 28.88 | 29.64 |
| 5 | B | 17.00 | 17.57 | 18.14 | 18.70 | 19.27 | 19.84 | 20.41 | 20.97 | 21.54 | 22.11 |
| | O | 25.50 | 26.36 | 27.21 | 28.05 | 28.91 | 29.76 | 30.62 | 31.46 | 32.31 | 33.17 |
| 6 | B | 18.95 | 19.59 | 20.22 | 20.85 | 21.48 | 22.11 | 22.75 | 23.38 | 24.01 | 24.64 |
| | O | 28.43 | 29.39 | 30.33 | 31.28 | 32.22 | 33.17 | 34.13 | 35.07 | 36.02 | 36.96 |
| 7 | B | 21.06 | 21.77 | 22.47 | 23.17 | 23.87 | 24.57 | 25.28 | 25.98 | 26.68 | 27.38 |
| | O | 31.59 | 32.66 | 33.71 | 34.76 | 35.81 | 36.86 | 37.92 | 38.97 | 40.02 | 41.07 |
| 8 | B | 23.33 | 24.10 | 24.88 | 25.66 | 26.44 | 27.21 | 27.99 | 28.77 | 29.55 | 30.33 |
| | O | 35.00 | 36.15 | 37.32 | 38.49 | 39.66 | 40.82 | 41.99 | 42.56 | 42.56 | 42.56 |
| 9 | B | 25.76 | 26.62 | 27.48 | 28.34 | 29.20 | 30.06 | 30.92 | 31.78 | 32.63 | 33.49 |
| | O | 38.64 | 39.93 | 41.22 | 42.51 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 |
| 10 | B | 28.37 | 29.32 | 30.26 | 31.21 | 32.16 | 33.10 | 34.05 | 34.99 | 35.94 | 36.89 |
| | O | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 |
| 11 | B | 31.17 | 32.21 | 33.25 | 34.29 | 35.33 | 36.37 | 37.41 | 38.45 | 39.49 | 40.53 |
| | O | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 |
| 12 | B | 37.36 | 38.61 | 39.85 | 41.10 | 42.35 | 43.59 | 44.84 | 46.08 | 47.33 | 48.57 |
| | O | 42.56 | 42.56 | 42.56 | 42.56 | 42.56 | 43.59 | 44.84 | 46.08 | 47.33 | 48.57 |
| 13 | B | 44.43 | 45.91 | 47.39 | 48.87 | 50.35 | 51.83 | 53.31 | 54.80 | 56.28 | 57.76 |
| | O | 44.43 | 45.91 | 47.39 | 48.87 | 50.35 | 51.83 | 53.31 | 54.80 | 56.28 | 57.76 |
| 14 | B | 52.50 | 54.25 | 56.00 | 57.75 | 59.50 | 61.25 | 63.00 | 64.75 | 66.50 | 68.25 |
| | O | 52.50 | 54.25 | 56.00 | 57.75 | 59.50 | 61.25 | 63.00 | 64.75 | 66.50 | 68.25 |
| 15 | B | 61.76 | 63.81 | 65.87 | 67.93 | 69.99 | 72.05 | 74.11 | 76.17 | 78.22 | 80.28 |
| | O | 61.76 | 63.81 | 65.87 | 67.93 | 69.99 | 72.05 | 74.11 | 76.17 | 78.22 | 80.28 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-ATL
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.55 | \$ 11.94 | \$ 12.32 | \$ 12.71 | \$ 13.09 | \$ 13.32 | \$ 13.70 | \$ 14.08 | \$ 14.09 | \$ 14.45 |
| | O | 17.33 | 17.91 | 18.48 | 19.07 | 19.64 | 19.98 | 20.55 | 21.12 | 21.14 | 21.68 |
| 2 | B | 12.99 | 13.30 | 13.73 | 14.09 | 14.25 | 14.67 | 15.09 | 15.51 | 15.93 | 16.35 |
| | O | 19.49 | 19.95 | 20.60 | 21.14 | 21.38 | 22.01 | 22.64 | 23.27 | 23.90 | 24.53 |
| 3 | B | 14.17 | 14.65 | 15.12 | 15.59 | 16.06 | 16.54 | 17.01 | 17.48 | 17.95 | 18.43 |
| | O | 21.26 | 21.98 | 22.68 | 23.39 | 24.09 | 24.81 | 25.52 | 26.22 | 26.93 | 27.65 |
| 4 | B | 15.91 | 16.44 | 16.97 | 17.50 | 18.03 | 18.56 | 19.09 | 19.62 | 20.15 | 20.68 |
| | O | 23.87 | 24.66 | 25.46 | 26.25 | 27.05 | 27.84 | 28.64 | 29.43 | 30.23 | 31.02 |
| 5 | B | 17.80 | 18.40 | 18.99 | 19.58 | 20.18 | 20.77 | 21.36 | 21.96 | 22.55 | 23.14 |
| | O | 26.70 | 27.60 | 28.49 | 29.37 | 30.27 | 31.16 | 32.04 | 32.94 | 33.83 | 34.71 |
| 6 | B | 19.84 | 20.51 | 21.17 | 21.83 | 22.49 | 23.15 | 23.81 | 24.47 | 25.14 | 25.80 |
| | O | 29.76 | 30.77 | 31.76 | 32.75 | 33.74 | 34.73 | 35.72 | 36.71 | 37.71 | 38.70 |
| 7 | B | 22.05 | 22.79 | 23.52 | 24.26 | 24.99 | 25.73 | 26.46 | 27.20 | 27.93 | 28.67 |
| | O | 33.08 | 34.19 | 35.28 | 36.39 | 37.49 | 38.60 | 39.69 | 40.80 | 41.90 | 43.01 |
| 8 | B | 24.42 | 25.24 | 26.05 | 26.86 | 27.68 | 28.49 | 29.31 | 30.12 | 30.94 | 31.75 |
| | O | 36.63 | 37.86 | 39.08 | 40.29 | 41.52 | 42.74 | 43.97 | 44.55 | 44.55 | 44.55 |
| 9 | B | 26.97 | 27.87 | 28.77 | 29.67 | 30.57 | 31.47 | 32.37 | 33.27 | 34.17 | 35.07 |
| | O | 40.46 | 41.81 | 43.16 | 44.51 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 |
| 10 | B | 29.70 | 30.70 | 31.69 | 32.68 | 33.67 | 34.66 | 35.65 | 36.64 | 37.63 | 38.62 |
| | O | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 |
| 11 | B | 32.64 | 33.72 | 34.81 | 35.90 | 36.99 | 38.08 | 39.16 | 40.25 | 41.34 | 42.43 |
| | O | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 |
| 12 | B | 39.12 | 40.42 | 41.73 | 43.03 | 44.33 | 45.64 | 46.94 | 48.25 | 49.55 | 50.85 |
| | O | 44.55 | 44.55 | 44.55 | 44.55 | 44.55 | 45.64 | 46.94 | 48.25 | 49.55 | 50.85 |
| 13 | B | 46.52 | 48.07 | 49.62 | 51.17 | 52.72 | 54.27 | 55.82 | 57.37 | 58.92 | 60.47 |
| | O | 46.52 | 48.07 | 49.62 | 51.17 | 52.72 | 54.27 | 55.82 | 57.37 | 58.92 | 60.47 |
| 14 | B | 54.97 | 56.80 | 58.63 | 60.46 | 62.30 | 64.13 | 65.96 | 67.79 | 69.62 | 71.46 |
| | O | 54.97 | 56.80 | 58.63 | 60.46 | 62.30 | 64.13 | 65.96 | 67.79 | 69.62 | 71.46 |
| 15 | B | 64.66 | 66.81 | 68.97 | 71.12 | 73.28 | 75.43 | 77.59 | 79.74 | 81.90 | 82.65 |
| | O | 64.66 | 66.81 | 68.97 | 71.12 | 73.28 | 75.43 | 77.59 | 79.74 | 81.90 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-AU
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.18 | \$ 11.55 | \$ 11.92 | \$ 12.29 | \$ 12.66 | \$ 12.88 | \$ 13.25 | \$ 13.62 | \$ 13.63 | \$ 13.98 |
| | O | 16.77 | 17.33 | 17.88 | 18.44 | 18.99 | 19.32 | 19.88 | 20.43 | 20.45 | 20.97 |
| 2 | B | 12.57 | 12.87 | 13.28 | 13.63 | 13.79 | 14.19 | 14.60 | 15.00 | 15.41 | 15.81 |
| | O | 18.86 | 19.31 | 19.92 | 20.45 | 20.69 | 21.29 | 21.90 | 22.50 | 23.12 | 23.72 |
| 3 | B | 13.71 | 14.17 | 14.63 | 15.08 | 15.54 | 16.00 | 16.45 | 16.91 | 17.37 | 17.82 |
| | O | 20.57 | 21.26 | 21.95 | 22.62 | 23.31 | 24.00 | 24.68 | 25.37 | 26.06 | 26.73 |
| 4 | B | 15.39 | 15.91 | 16.42 | 16.93 | 17.44 | 17.96 | 18.47 | 18.98 | 19.50 | 20.01 |
| | O | 23.09 | 23.87 | 24.63 | 25.40 | 26.16 | 26.94 | 27.71 | 28.47 | 29.25 | 30.02 |
| 5 | B | 17.22 | 17.79 | 18.37 | 18.94 | 19.52 | 20.09 | 20.67 | 21.24 | 21.81 | 22.39 |
| | O | 25.83 | 26.69 | 27.56 | 28.41 | 29.28 | 30.14 | 31.01 | 31.86 | 32.72 | 33.59 |
| 6 | B | 19.20 | 19.84 | 20.48 | 21.12 | 21.76 | 22.40 | 23.04 | 23.68 | 24.32 | 24.95 |
| | O | 28.80 | 29.76 | 30.72 | 31.68 | 32.64 | 33.60 | 34.56 | 35.52 | 36.48 | 37.43 |
| 7 | B | 21.33 | 22.04 | 22.75 | 23.47 | 24.18 | 24.89 | 25.60 | 26.31 | 27.02 | 27.73 |
| | O | 32.00 | 33.06 | 34.13 | 35.21 | 36.27 | 37.34 | 38.40 | 39.47 | 40.53 | 41.60 |
| 8 | B | 23.62 | 24.41 | 25.20 | 25.99 | 26.77 | 27.56 | 28.35 | 29.14 | 29.93 | 30.71 |
| | O | 35.43 | 36.62 | 37.80 | 38.99 | 40.16 | 41.34 | 42.53 | 43.10 | 43.10 | 43.10 |
| 9 | B | 26.09 | 26.96 | 27.83 | 28.70 | 29.57 | 30.44 | 31.31 | 32.18 | 33.05 | 33.92 |
| | O | 39.14 | 40.44 | 41.75 | 43.05 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 |
| 10 | B | 28.73 | 29.69 | 30.65 | 31.61 | 32.57 | 33.52 | 34.48 | 35.44 | 36.40 | 37.36 |
| | O | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 |
| 11 | B | 31.57 | 32.62 | 33.68 | 34.73 | 35.78 | 36.83 | 37.89 | 38.94 | 39.99 | 41.04 |
| | O | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 |
| 12 | B | 37.84 | 39.10 | 40.36 | 41.62 | 42.89 | 44.15 | 45.41 | 46.67 | 47.93 | 49.19 |
| | O | 43.10 | 43.10 | 43.10 | 43.10 | 43.10 | 44.15 | 45.41 | 46.67 | 47.93 | 49.19 |
| 13 | B | 45.00 | 46.50 | 48.00 | 49.50 | 51.00 | 52.50 | 54.00 | 55.50 | 57.00 | 58.50 |
| | O | 45.00 | 46.50 | 48.00 | 49.50 | 51.00 | 52.50 | 54.00 | 55.50 | 57.00 | 58.50 |
| 14 | B | 53.17 | 54.94 | 56.72 | 58.49 | 60.26 | 62.03 | 63.81 | 65.58 | 67.35 | 69.12 |
| | O | 53.17 | 54.94 | 56.72 | 58.49 | 60.26 | 62.03 | 63.81 | 65.58 | 67.35 | 69.12 |
| 15 | B | 62.54 | 64.63 | 66.71 | 68.80 | 70.88 | 72.97 | 75.05 | 77.14 | 79.22 | 81.31 |
| | O | 62.54 | 64.63 | 66.71 | 68.80 | 70.88 | 72.97 | 75.05 | 77.14 | 79.22 | 81.31 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-BH
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.00 | \$ 11.36 | \$ 11.73 | \$ 12.09 | \$ 12.46 | \$ 12.67 | \$ 13.03 | \$ 13.40 | \$ 13.41 | \$ 13.75 |
| | O | 16.50 | 17.04 | 17.60 | 18.14 | 18.69 | 19.01 | 19.55 | 20.10 | 20.12 | 20.63 |
| 2 | B | 12.36 | 12.66 | 13.07 | 13.41 | 13.56 | 13.96 | 14.36 | 14.76 | 15.16 | 15.56 |
| | O | 18.54 | 18.99 | 19.61 | 20.12 | 20.34 | 20.94 | 21.54 | 22.14 | 22.74 | 23.34 |
| 3 | B | 13.49 | 13.94 | 14.39 | 14.84 | 15.29 | 15.74 | 16.19 | 16.64 | 17.09 | 17.54 |
| | O | 20.24 | 20.91 | 21.59 | 22.26 | 22.94 | 23.61 | 24.29 | 24.96 | 25.64 | 26.31 |
| 4 | B | 15.14 | 15.65 | 16.15 | 16.66 | 17.16 | 17.67 | 18.17 | 18.68 | 19.18 | 19.69 |
| | O | 22.71 | 23.48 | 24.23 | 24.99 | 25.74 | 26.51 | 27.26 | 28.02 | 28.77 | 29.54 |
| 5 | B | 16.94 | 17.51 | 18.07 | 18.64 | 19.20 | 19.77 | 20.33 | 20.90 | 21.46 | 22.03 |
| | O | 25.41 | 26.27 | 27.11 | 27.96 | 28.80 | 29.66 | 30.50 | 31.35 | 32.19 | 33.05 |
| 6 | B | 18.89 | 19.52 | 20.15 | 20.77 | 21.40 | 22.03 | 22.66 | 23.29 | 23.92 | 24.55 |
| | O | 28.34 | 29.28 | 30.23 | 31.16 | 32.10 | 33.05 | 33.99 | 34.94 | 35.88 | 36.83 |
| 7 | B | 20.99 | 21.69 | 22.39 | 23.09 | 23.79 | 24.49 | 25.18 | 25.88 | 26.58 | 27.28 |
| | O | 31.49 | 32.54 | 33.59 | 34.64 | 35.69 | 36.74 | 37.77 | 38.82 | 39.87 | 40.92 |
| 8 | B | 23.24 | 24.02 | 24.79 | 25.57 | 26.34 | 27.12 | 27.89 | 28.67 | 29.44 | 30.22 |
| | O | 34.86 | 36.03 | 37.19 | 38.36 | 39.51 | 40.68 | 41.84 | 42.41 | 42.41 | 42.41 |
| 9 | B | 25.67 | 26.53 | 27.38 | 28.24 | 29.09 | 29.95 | 30.81 | 31.66 | 32.52 | 33.37 |
| | O | 38.51 | 39.80 | 41.07 | 42.36 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 |
| 10 | B | 28.27 | 29.21 | 30.16 | 31.10 | 32.04 | 32.98 | 33.93 | 34.87 | 35.81 | 36.75 |
| | O | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 |
| 11 | B | 31.06 | 32.10 | 33.13 | 34.17 | 35.20 | 36.24 | 37.27 | 38.31 | 39.34 | 40.38 |
| | O | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 |
| 12 | B | 37.23 | 38.47 | 39.71 | 40.95 | 42.19 | 43.43 | 44.68 | 45.92 | 47.16 | 48.40 |
| | O | 42.41 | 42.41 | 42.41 | 42.41 | 42.41 | 43.43 | 44.68 | 45.92 | 47.16 | 48.40 |
| 13 | B | 44.27 | 45.74 | 47.22 | 48.70 | 50.17 | 51.65 | 53.12 | 54.60 | 56.07 | 57.55 |
| | O | 44.27 | 45.74 | 47.22 | 48.70 | 50.17 | 51.65 | 53.12 | 54.60 | 56.07 | 57.55 |
| 14 | B | 52.31 | 54.06 | 55.80 | 57.54 | 59.29 | 61.03 | 62.77 | 64.52 | 66.26 | 68.01 |
| | O | 52.31 | 54.06 | 55.80 | 57.54 | 59.29 | 61.03 | 62.77 | 64.52 | 66.26 | 68.01 |
| 15 | B | 61.53 | 63.58 | 65.64 | 67.69 | 69.74 | 71.79 | 73.84 | 75.89 | 77.94 | 79.99 |
| | O | 61.53 | 63.58 | 65.64 | 67.69 | 69.74 | 71.79 | 73.84 | 75.89 | 77.94 | 79.99 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-BOS
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.21 | \$ 12.62 | \$ 13.03 | \$ 13.43 | \$ 13.84 | \$ 14.07 | \$ 14.47 | \$ 14.88 | \$ 14.90 | \$ 15.27 |
| | O | 18.32 | 18.93 | 19.55 | 20.15 | 20.76 | 21.11 | 21.71 | 22.32 | 22.35 | 22.91 |
| 2 | B | 13.73 | 14.06 | 14.51 | 14.90 | 15.06 | 15.51 | 15.95 | 16.39 | 16.84 | 17.28 |
| | O | 20.60 | 21.09 | 21.77 | 22.35 | 22.59 | 23.27 | 23.93 | 24.59 | 25.26 | 25.92 |
| 3 | B | 14.98 | 15.48 | 15.98 | 16.48 | 16.98 | 17.48 | 17.98 | 18.48 | 18.98 | 19.47 |
| | O | 22.47 | 23.22 | 23.97 | 24.72 | 25.47 | 26.22 | 26.97 | 27.72 | 28.47 | 29.21 |
| 4 | B | 16.82 | 17.38 | 17.94 | 18.50 | 19.06 | 19.62 | 20.18 | 20.74 | 21.30 | 21.86 |
| | O | 25.23 | 26.07 | 26.91 | 27.75 | 28.59 | 29.43 | 30.27 | 31.11 | 31.95 | 32.79 |
| 5 | B | 18.82 | 19.44 | 20.07 | 20.70 | 21.32 | 21.95 | 22.58 | 23.21 | 23.83 | 24.46 |
| | O | 28.23 | 29.16 | 30.11 | 31.05 | 31.98 | 32.93 | 33.87 | 34.82 | 35.75 | 36.69 |
| 6 | B | 20.97 | 21.67 | 22.37 | 23.07 | 23.77 | 24.47 | 25.17 | 25.87 | 26.57 | 27.27 |
| | O | 31.46 | 32.51 | 33.56 | 34.61 | 35.66 | 36.71 | 37.76 | 38.81 | 39.86 | 40.91 |
| 7 | B | 23.31 | 24.08 | 24.86 | 25.64 | 26.41 | 27.19 | 27.97 | 28.75 | 29.52 | 30.30 |
| | O | 34.97 | 36.12 | 37.29 | 38.46 | 39.62 | 40.79 | 41.96 | 43.13 | 44.28 | 45.45 |
| 8 | B | 25.81 | 26.67 | 27.53 | 28.39 | 29.25 | 30.11 | 30.97 | 31.84 | 32.70 | 33.56 |
| | O | 38.72 | 40.01 | 41.30 | 42.59 | 43.88 | 45.17 | 46.46 | 47.09 | 47.09 | 47.09 |
| 9 | B | 28.51 | 29.46 | 30.41 | 31.36 | 32.31 | 33.26 | 34.21 | 35.16 | 36.11 | 37.06 |
| | O | 42.77 | 44.19 | 45.62 | 47.04 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 |
| 10 | B | 31.39 | 32.44 | 33.49 | 34.53 | 35.58 | 36.63 | 37.68 | 38.72 | 39.77 | 40.82 |
| | O | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 |
| 11 | B | 34.49 | 35.64 | 36.79 | 37.94 | 39.09 | 40.24 | 41.39 | 42.54 | 43.69 | 44.84 |
| | O | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 |
| 12 | B | 41.34 | 42.72 | 44.10 | 45.48 | 46.86 | 48.23 | 49.61 | 50.99 | 52.37 | 53.75 |
| | O | 47.09 | 47.09 | 47.09 | 47.09 | 47.09 | 48.23 | 49.61 | 50.99 | 52.37 | 53.75 |
| 13 | B | 49.16 | 50.80 | 52.44 | 54.08 | 55.72 | 57.36 | 58.99 | 60.63 | 62.27 | 63.91 |
| | O | 49.16 | 50.80 | 52.44 | 54.08 | 55.72 | 57.36 | 58.99 | 60.63 | 62.27 | 63.91 |
| 14 | B | 58.09 | 60.03 | 61.97 | 63.90 | 65.84 | 67.78 | 69.71 | 71.65 | 73.59 | 75.52 |
| | O | 58.09 | 60.03 | 61.97 | 63.90 | 65.84 | 67.78 | 69.71 | 71.65 | 73.59 | 75.52 |
| 15 | B | 68.33 | 70.61 | 72.89 | 75.17 | 77.45 | 79.72 | 82.00 | 82.65 | 82.65 | 82.65 |
| | O | 68.33 | 70.61 | 72.89 | 75.17 | 77.45 | 79.72 | 82.00 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-BU
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.37 | \$ 11.75 | \$ 12.13 | \$ 12.50 | \$ 12.88 | \$ 13.10 | \$ 13.48 | \$ 13.85 | \$ 13.87 | \$ 14.22 |
| | O | 17.06 | 17.63 | 18.20 | 18.75 | 19.32 | 19.65 | 20.22 | 20.78 | 20.81 | 21.33 |
| 2 | B | 12.78 | 13.09 | 13.51 | 13.87 | 14.02 | 14.44 | 14.85 | 15.26 | 15.67 | 16.09 |
| | O | 19.17 | 19.64 | 20.27 | 20.81 | 21.03 | 21.66 | 22.28 | 22.89 | 23.51 | 24.14 |
| 3 | B | 13.95 | 14.41 | 14.88 | 15.34 | 15.81 | 16.27 | 16.74 | 17.20 | 17.67 | 18.13 |
| | O | 20.93 | 21.62 | 22.32 | 23.01 | 23.72 | 24.41 | 25.11 | 25.80 | 26.51 | 27.20 |
| 4 | B | 15.66 | 16.18 | 16.70 | 17.22 | 17.74 | 18.27 | 18.79 | 19.31 | 19.83 | 20.35 |
| | O | 23.49 | 24.27 | 25.05 | 25.83 | 26.61 | 27.41 | 28.19 | 28.97 | 29.75 | 30.53 |
| 5 | B | 17.52 | 18.10 | 18.68 | 19.27 | 19.85 | 20.44 | 21.02 | 21.60 | 22.19 | 22.77 |
| | O | 26.28 | 27.15 | 28.02 | 28.91 | 29.78 | 30.66 | 31.53 | 32.40 | 33.29 | 34.16 |
| 6 | B | 19.53 | 20.18 | 20.83 | 21.48 | 22.13 | 22.78 | 23.43 | 24.08 | 24.73 | 25.38 |
| | O | 29.30 | 30.27 | 31.25 | 32.22 | 33.20 | 34.17 | 35.15 | 36.12 | 37.10 | 38.07 |
| 7 | B | 21.70 | 22.42 | 23.15 | 23.87 | 24.59 | 25.32 | 26.04 | 26.76 | 27.49 | 28.21 |
| | O | 32.55 | 33.63 | 34.73 | 35.81 | 36.89 | 37.98 | 39.06 | 40.14 | 41.24 | 42.32 |
| 8 | B | 24.03 | 24.83 | 25.63 | 26.43 | 27.23 | 28.04 | 28.84 | 29.64 | 30.44 | 31.24 |
| | O | 36.05 | 37.25 | 38.45 | 39.65 | 40.85 | 42.06 | 43.26 | 43.85 | 43.85 | 43.85 |
| 9 | B | 26.54 | 27.43 | 28.31 | 29.20 | 30.08 | 30.96 | 31.85 | 32.73 | 33.62 | 34.50 |
| | O | 39.81 | 41.15 | 42.47 | 43.80 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 |
| 10 | B | 29.23 | 30.20 | 31.18 | 32.15 | 33.13 | 34.10 | 35.08 | 36.05 | 37.02 | 38.00 |
| | O | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 |
| 11 | B | 32.11 | 33.18 | 34.25 | 35.32 | 36.40 | 37.47 | 38.54 | 39.61 | 40.68 | 41.75 |
| | O | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 |
| 12 | B | 38.49 | 39.77 | 41.06 | 42.34 | 43.62 | 44.91 | 46.19 | 47.47 | 48.76 | 50.04 |
| | O | 43.85 | 43.85 | 43.85 | 43.85 | 43.85 | 44.91 | 46.19 | 47.47 | 48.76 | 50.04 |
| 13 | B | 45.77 | 47.30 | 48.82 | 50.35 | 51.87 | 53.40 | 54.92 | 56.45 | 57.97 | 59.50 |
| | O | 45.77 | 47.30 | 48.82 | 50.35 | 51.87 | 53.40 | 54.92 | 56.45 | 57.97 | 59.50 |
| 14 | B | 54.09 | 55.89 | 57.69 | 59.49 | 61.30 | 63.10 | 64.90 | 66.70 | 68.51 | 70.31 |
| | O | 54.09 | 55.89 | 57.69 | 59.49 | 61.30 | 63.10 | 64.90 | 66.70 | 68.51 | 70.31 |
| 15 | B | 63.62 | 65.74 | 67.86 | 69.98 | 72.10 | 74.22 | 76.34 | 78.46 | 80.58 | 82.65 |
| | O | 63.62 | 65.74 | 67.86 | 69.98 | 72.10 | 74.22 | 76.34 | 78.46 | 80.58 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-BN
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.06 | \$ 11.43 | \$ 11.79 | \$ 12.16 | \$ 12.53 | \$ 12.74 | \$ 13.10 | \$ 13.47 | \$ 13.49 | \$ 13.83 |
| | O | 16.59 | 17.15 | 17.69 | 18.24 | 18.80 | 19.11 | 19.65 | 20.21 | 20.24 | 20.75 |
| 2 | B | 12.43 | 12.73 | 13.14 | 13.49 | 13.64 | 14.04 | 14.44 | 14.84 | 15.24 | 15.64 |
| | O | 18.65 | 19.10 | 19.71 | 20.24 | 20.46 | 21.06 | 21.66 | 22.26 | 22.86 | 23.46 |
| 3 | B | 13.56 | 14.01 | 14.47 | 14.92 | 15.37 | 15.82 | 16.28 | 16.73 | 17.18 | 17.63 |
| | O | 20.34 | 21.02 | 21.71 | 22.38 | 23.06 | 23.73 | 24.42 | 25.10 | 25.77 | 26.45 |
| 4 | B | 15.23 | 15.73 | 16.24 | 16.75 | 17.25 | 17.76 | 18.27 | 18.78 | 19.29 | 19.79 |
| | O | 22.85 | 23.60 | 24.36 | 25.13 | 25.88 | 26.64 | 27.41 | 28.17 | 28.94 | 29.69 |
| 5 | B | 17.03 | 17.60 | 18.17 | 18.74 | 19.31 | 19.87 | 20.44 | 21.01 | 21.58 | 22.15 |
| | O | 25.55 | 26.40 | 27.26 | 28.11 | 28.97 | 29.81 | 30.66 | 31.52 | 32.37 | 33.23 |
| 6 | B | 18.99 | 19.62 | 20.25 | 20.89 | 21.52 | 22.15 | 22.79 | 23.42 | 24.05 | 24.68 |
| | O | 28.49 | 29.43 | 30.38 | 31.34 | 32.28 | 33.23 | 34.19 | 35.13 | 36.08 | 37.02 |
| 7 | B | 21.10 | 21.80 | 22.51 | 23.21 | 23.91 | 24.62 | 25.32 | 26.02 | 26.73 | 27.43 |
| | O | 31.65 | 32.70 | 33.77 | 34.82 | 35.87 | 36.93 | 37.98 | 39.03 | 40.10 | 41.15 |
| 8 | B | 23.37 | 24.15 | 24.93 | 25.71 | 26.48 | 27.26 | 28.04 | 28.82 | 29.60 | 30.38 |
| | O | 35.06 | 36.23 | 37.40 | 38.57 | 39.72 | 40.89 | 42.06 | 42.63 | 42.63 | 42.63 |
| 9 | B | 25.81 | 26.67 | 27.53 | 28.39 | 29.25 | 30.11 | 30.97 | 31.83 | 32.69 | 33.55 |
| | O | 38.72 | 40.01 | 41.30 | 42.59 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 |
| 10 | B | 28.42 | 29.37 | 30.32 | 31.27 | 32.21 | 33.16 | 34.11 | 35.06 | 36.00 | 36.95 |
| | O | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 |
| 11 | B | 31.23 | 32.27 | 33.31 | 34.35 | 35.39 | 36.43 | 37.48 | 38.52 | 39.56 | 40.60 |
| | O | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 |
| 12 | B | 37.43 | 38.68 | 39.93 | 41.17 | 42.42 | 43.67 | 44.92 | 46.17 | 47.41 | 48.66 |
| | O | 42.63 | 42.63 | 42.63 | 42.63 | 42.63 | 43.67 | 44.92 | 46.17 | 47.41 | 48.66 |
| 13 | B | 44.51 | 45.99 | 47.48 | 48.96 | 50.44 | 51.93 | 53.41 | 54.89 | 56.38 | 57.86 |
| | O | 44.51 | 45.99 | 47.48 | 48.96 | 50.44 | 51.93 | 53.41 | 54.89 | 56.38 | 57.86 |
| 14 | B | 52.60 | 54.35 | 56.10 | 57.86 | 59.61 | 61.36 | 63.11 | 64.87 | 66.62 | 68.37 |
| | O | 52.60 | 54.35 | 56.10 | 57.86 | 59.61 | 61.36 | 63.11 | 64.87 | 66.62 | 68.37 |
| 15 | B | 61.87 | 63.93 | 65.99 | 68.05 | 70.12 | 72.18 | 74.24 | 76.30 | 78.37 | 80.43 |
| | O | 61.87 | 63.93 | 65.99 | 68.05 | 70.12 | 72.18 | 74.24 | 76.30 | 78.37 | 80.43 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-CT
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.11 | \$ 11.48 | \$ 11.85 | \$ 12.22 | \$ 12.59 | \$ 12.80 | \$ 13.17 | \$ 13.53 | \$ 13.55 | \$ 13.89 |
| | O | 16.67 | 17.22 | 17.78 | 18.33 | 18.89 | 19.20 | 19.76 | 20.30 | 20.33 | 20.84 |
| 2 | B | 12.49 | 12.79 | 13.20 | 13.55 | 13.70 | 14.10 | 14.51 | 14.91 | 15.31 | 15.72 |
| | O | 18.74 | 19.19 | 19.80 | 20.33 | 20.55 | 21.15 | 21.77 | 22.37 | 22.97 | 23.58 |
| 3 | B | 13.63 | 14.08 | 14.54 | 14.99 | 15.44 | 15.90 | 16.35 | 16.81 | 17.26 | 17.71 |
| | O | 20.45 | 21.12 | 21.81 | 22.49 | 23.16 | 23.85 | 24.53 | 25.22 | 25.89 | 26.57 |
| 4 | B | 15.30 | 15.81 | 16.32 | 16.83 | 17.34 | 17.85 | 18.36 | 18.87 | 19.38 | 19.89 |
| | O | 22.95 | 23.72 | 24.48 | 25.25 | 26.01 | 26.78 | 27.54 | 28.31 | 29.07 | 29.84 |
| 5 | B | 17.11 | 17.69 | 18.26 | 18.83 | 19.40 | 19.97 | 20.54 | 21.11 | 21.68 | 22.25 |
| | O | 25.67 | 26.54 | 27.39 | 28.25 | 29.10 | 29.96 | 30.81 | 31.67 | 32.52 | 33.38 |
| 6 | B | 19.08 | 19.71 | 20.35 | 20.99 | 21.62 | 22.26 | 22.89 | 23.53 | 24.16 | 24.80 |
| | O | 28.62 | 29.57 | 30.53 | 31.49 | 32.43 | 33.39 | 34.34 | 35.30 | 36.24 | 37.20 |
| 7 | B | 21.20 | 21.91 | 22.61 | 23.32 | 24.03 | 24.73 | 25.44 | 26.15 | 26.85 | 27.56 |
| | O | 31.80 | 32.87 | 33.92 | 34.98 | 36.05 | 37.10 | 38.16 | 39.23 | 40.28 | 41.34 |
| 8 | B | 23.48 | 24.26 | 25.04 | 25.83 | 26.61 | 27.39 | 28.17 | 28.96 | 29.74 | 30.52 |
| | O | 35.22 | 36.39 | 37.56 | 38.75 | 39.92 | 41.09 | 42.26 | 42.84 | 42.84 | 42.84 |
| 9 | B | 25.93 | 26.80 | 27.66 | 28.53 | 29.39 | 30.25 | 31.12 | 31.98 | 32.85 | 33.71 |
| | O | 38.90 | 40.20 | 41.49 | 42.80 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 |
| 10 | B | 28.56 | 29.51 | 30.46 | 31.41 | 32.37 | 33.32 | 34.27 | 35.22 | 36.17 | 37.13 |
| | O | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 |
| 11 | B | 31.38 | 32.42 | 33.47 | 34.51 | 35.56 | 36.61 | 37.65 | 38.70 | 39.74 | 40.79 |
| | O | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 |
| 12 | B | 37.61 | 38.86 | 40.11 | 41.37 | 42.62 | 43.87 | 45.13 | 46.38 | 47.64 | 48.89 |
| | O | 42.84 | 42.84 | 42.84 | 42.84 | 42.84 | 43.87 | 45.13 | 46.38 | 47.64 | 48.89 |
| 13 | B | 44.72 | 46.21 | 47.70 | 49.19 | 50.68 | 52.17 | 53.66 | 55.15 | 56.64 | 58.13 |
| | O | 44.72 | 46.21 | 47.70 | 49.19 | 50.68 | 52.17 | 53.66 | 55.15 | 56.64 | 58.13 |
| 14 | B | 52.84 | 54.60 | 56.37 | 58.13 | 59.89 | 61.65 | 63.41 | 65.17 | 66.93 | 68.70 |
| | O | 52.84 | 54.60 | 56.37 | 58.13 | 59.89 | 61.65 | 63.41 | 65.17 | 66.93 | 68.70 |
| 15 | B | 62.16 | 64.23 | 66.30 | 68.37 | 70.45 | 72.52 | 74.59 | 76.66 | 78.73 | 80.81 |
| | O | 62.16 | 64.23 | 66.30 | 68.37 | 70.45 | 72.52 | 74.59 | 76.66 | 78.73 | 80.81 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-CHI
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.16 | \$ 12.57 | \$ 12.97 | \$ 13.38 | \$ 13.78 | \$ 14.02 | \$ 14.42 | \$ 14.82 | \$ 14.84 | \$ 15.21 |
| | O | 18.24 | 18.86 | 19.46 | 20.07 | 20.67 | 21.03 | 21.63 | 22.23 | 22.26 | 22.82 |
| 2 | B | 13.67 | 14.00 | 14.45 | 14.84 | 15.00 | 15.44 | 15.89 | 16.33 | 16.77 | 17.21 |
| | O | 20.51 | 21.00 | 21.68 | 22.26 | 22.50 | 23.16 | 23.84 | 24.50 | 25.16 | 25.82 |
| 3 | B | 14.92 | 15.42 | 15.92 | 16.41 | 16.91 | 17.41 | 17.90 | 18.40 | 18.90 | 19.40 |
| | O | 22.38 | 23.13 | 23.88 | 24.62 | 25.37 | 26.12 | 26.85 | 27.60 | 28.35 | 29.10 |
| 4 | B | 16.75 | 17.31 | 17.87 | 18.42 | 18.98 | 19.54 | 20.10 | 20.66 | 21.22 | 21.77 |
| | O | 25.13 | 25.97 | 26.81 | 27.63 | 28.47 | 29.31 | 30.15 | 30.99 | 31.83 | 32.66 |
| 5 | B | 18.74 | 19.36 | 19.99 | 20.61 | 21.24 | 21.86 | 22.49 | 23.11 | 23.74 | 24.36 |
| | O | 28.11 | 29.04 | 29.99 | 30.92 | 31.86 | 32.79 | 33.74 | 34.67 | 35.61 | 36.54 |
| 6 | B | 20.89 | 21.59 | 22.28 | 22.98 | 23.67 | 24.37 | 25.07 | 25.76 | 26.46 | 27.16 |
| | O | 31.34 | 32.39 | 33.42 | 34.47 | 35.51 | 36.56 | 37.61 | 38.64 | 39.69 | 40.74 |
| 7 | B | 23.21 | 23.99 | 24.76 | 25.53 | 26.31 | 27.08 | 27.86 | 28.63 | 29.40 | 30.18 |
| | O | 34.82 | 35.99 | 37.14 | 38.30 | 39.47 | 40.62 | 41.79 | 42.95 | 44.10 | 45.27 |
| 8 | B | 25.71 | 26.56 | 27.42 | 28.28 | 29.14 | 29.99 | 30.85 | 31.71 | 32.56 | 33.42 |
| | O | 38.57 | 39.84 | 41.13 | 42.42 | 43.71 | 44.99 | 46.28 | 46.91 | 46.91 | 46.91 |
| 9 | B | 28.39 | 29.34 | 30.29 | 31.23 | 32.18 | 33.13 | 34.07 | 35.02 | 35.97 | 36.91 |
| | O | 42.59 | 44.01 | 45.44 | 46.85 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 |
| 10 | B | 31.27 | 32.31 | 33.35 | 34.40 | 35.44 | 36.48 | 37.52 | 38.57 | 39.61 | 40.65 |
| | O | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 |
| 11 | B | 34.35 | 35.50 | 36.64 | 37.79 | 38.94 | 40.08 | 41.23 | 42.37 | 43.52 | 44.66 |
| | O | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 |
| 12 | B | 41.18 | 42.55 | 43.92 | 45.29 | 46.67 | 48.04 | 49.41 | 50.79 | 52.16 | 53.53 |
| | O | 46.91 | 46.91 | 46.91 | 46.91 | 46.91 | 48.04 | 49.41 | 50.79 | 52.16 | 53.53 |
| 13 | B | 48.96 | 50.60 | 52.23 | 53.86 | 55.49 | 57.13 | 58.76 | 60.39 | 62.02 | 63.65 |
| | O | 48.96 | 50.60 | 52.23 | 53.86 | 55.49 | 57.13 | 58.76 | 60.39 | 62.02 | 63.65 |
| 14 | B | 57.86 | 59.79 | 61.72 | 63.65 | 65.57 | 67.50 | 69.43 | 71.36 | 73.29 | 75.22 |
| | O | 57.86 | 59.79 | 61.72 | 63.65 | 65.57 | 67.50 | 69.43 | 71.36 | 73.29 | 75.22 |
| 15 | B | 68.06 | 70.33 | 72.60 | 74.87 | 77.13 | 79.40 | 81.67 | 82.65 | 82.65 | 82.65 |
| | O | 68.06 | 70.33 | 72.60 | 74.87 | 77.13 | 79.40 | 81.67 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-CIN
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.40 | \$ 11.78 | \$ 12.16 | \$ 12.54 | \$ 12.92 | \$ 13.14 | \$ 13.52 | \$ 13.89 | \$ 13.91 | \$ 14.26 |
| | O | 17.10 | 17.67 | 18.24 | 18.81 | 19.38 | 19.71 | 20.28 | 20.84 | 20.87 | 21.39 |
| 2 | B | 12.82 | 13.12 | 13.55 | 13.91 | 14.06 | 14.48 | 14.89 | 15.31 | 15.72 | 16.13 |
| | O | 19.23 | 19.68 | 20.33 | 20.87 | 21.09 | 21.72 | 22.34 | 22.97 | 23.58 | 24.20 |
| 3 | B | 13.99 | 14.45 | 14.92 | 15.39 | 15.85 | 16.32 | 16.78 | 17.25 | 17.72 | 18.18 |
| | O | 20.99 | 21.68 | 22.38 | 23.09 | 23.78 | 24.48 | 25.17 | 25.88 | 26.58 | 27.27 |
| 4 | B | 15.70 | 16.23 | 16.75 | 17.27 | 17.80 | 18.32 | 18.84 | 19.37 | 19.89 | 20.41 |
| | O | 23.55 | 24.35 | 25.13 | 25.91 | 26.70 | 27.48 | 28.26 | 29.06 | 29.84 | 30.62 |
| 5 | B | 17.57 | 18.15 | 18.74 | 19.32 | 19.91 | 20.50 | 21.08 | 21.67 | 22.25 | 22.84 |
| | O | 26.36 | 27.23 | 28.11 | 28.98 | 29.87 | 30.75 | 31.62 | 32.51 | 33.38 | 34.26 |
| 6 | B | 19.58 | 20.24 | 20.89 | 21.54 | 22.19 | 22.85 | 23.50 | 24.15 | 24.80 | 25.46 |
| | O | 29.37 | 30.36 | 31.34 | 32.31 | 33.29 | 34.28 | 35.25 | 36.23 | 37.20 | 38.19 |
| 7 | B | 21.76 | 22.49 | 23.21 | 23.94 | 24.66 | 25.39 | 26.11 | 26.84 | 27.57 | 28.29 |
| | O | 32.64 | 33.74 | 34.82 | 35.91 | 36.99 | 38.09 | 39.17 | 40.26 | 41.36 | 42.44 |
| 8 | B | 24.10 | 24.90 | 25.71 | 26.51 | 27.31 | 28.12 | 28.92 | 29.72 | 30.53 | 31.33 |
| | O | 36.15 | 37.35 | 38.57 | 39.77 | 40.97 | 42.18 | 43.38 | 43.97 | 43.97 | 43.97 |
| 9 | B | 26.62 | 27.51 | 28.39 | 29.28 | 30.17 | 31.05 | 31.94 | 32.83 | 33.72 | 34.60 |
| | O | 39.93 | 41.27 | 42.59 | 43.92 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 |
| 10 | B | 29.31 | 30.29 | 31.27 | 32.25 | 33.22 | 34.20 | 35.18 | 36.15 | 37.13 | 38.11 |
| | O | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 |
| 11 | B | 32.21 | 33.28 | 34.35 | 35.43 | 36.50 | 37.57 | 38.65 | 39.72 | 40.80 | 41.87 |
| | O | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 |
| 12 | B | 38.60 | 39.89 | 41.18 | 42.46 | 43.75 | 45.04 | 46.32 | 47.61 | 48.90 | 50.18 |
| | O | 43.97 | 43.97 | 43.97 | 43.97 | 43.97 | 45.04 | 46.32 | 47.61 | 48.90 | 50.18 |
| 13 | B | 45.90 | 47.43 | 48.96 | 50.49 | 52.02 | 53.55 | 55.08 | 56.61 | 58.14 | 59.67 |
| | O | 45.90 | 47.43 | 48.96 | 50.49 | 52.02 | 53.55 | 55.08 | 56.61 | 58.14 | 59.67 |
| 14 | B | 54.24 | 56.05 | 57.86 | 59.67 | 61.47 | 63.28 | 65.09 | 66.90 | 68.71 | 70.51 |
| | O | 54.24 | 56.05 | 57.86 | 59.67 | 61.47 | 63.28 | 65.09 | 66.90 | 68.71 | 70.51 |
| 15 | B | 63.80 | 65.93 | 68.06 | 70.18 | 72.31 | 74.44 | 76.56 | 78.69 | 80.82 | 82.65 |
| | O | 63.80 | 65.93 | 68.06 | 70.18 | 72.31 | 74.44 | 76.56 | 78.69 | 80.82 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-CLE
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.43 | \$ 11.81 | \$ 12.19 | \$ 12.57 | \$ 12.95 | \$ 13.17 | \$ 13.55 | \$ 13.92 | \$ 13.94 | \$ 14.29 |
| | O | 17.15 | 17.72 | 18.29 | 18.86 | 19.43 | 19.76 | 20.33 | 20.88 | 20.91 | 21.44 |
| 2 | B | 12.85 | 13.15 | 13.58 | 13.94 | 14.10 | 14.51 | 14.93 | 15.34 | 15.75 | 16.17 |
| | O | 19.28 | 19.73 | 20.37 | 20.91 | 21.15 | 21.77 | 22.40 | 23.01 | 23.63 | 24.26 |
| 3 | B | 14.02 | 14.49 | 14.95 | 15.42 | 15.89 | 16.36 | 16.82 | 17.29 | 17.76 | 18.22 |
| | O | 21.03 | 21.74 | 22.43 | 23.13 | 23.84 | 24.54 | 25.23 | 25.94 | 26.64 | 27.33 |
| 4 | B | 15.74 | 16.26 | 16.79 | 17.31 | 17.84 | 18.36 | 18.88 | 19.41 | 19.93 | 20.46 |
| | O | 23.61 | 24.39 | 25.19 | 25.97 | 26.76 | 27.54 | 28.32 | 29.12 | 29.90 | 30.69 |
| 5 | B | 17.61 | 18.19 | 18.78 | 19.37 | 19.96 | 20.54 | 21.13 | 21.72 | 22.30 | 22.89 |
| | O | 26.42 | 27.29 | 28.17 | 29.06 | 29.94 | 30.81 | 31.70 | 32.58 | 33.45 | 34.34 |
| 6 | B | 19.63 | 20.28 | 20.94 | 21.59 | 22.24 | 22.90 | 23.55 | 24.21 | 24.86 | 25.51 |
| | O | 29.45 | 30.42 | 31.41 | 32.39 | 33.36 | 34.35 | 35.33 | 36.32 | 37.29 | 38.27 |
| 7 | B | 21.81 | 22.54 | 23.26 | 23.99 | 24.72 | 25.45 | 26.17 | 26.90 | 27.63 | 28.35 |
| | O | 32.72 | 33.81 | 34.89 | 35.99 | 37.08 | 38.18 | 39.26 | 40.35 | 41.45 | 42.53 |
| 8 | B | 24.15 | 24.96 | 25.76 | 26.57 | 27.38 | 28.18 | 28.99 | 29.79 | 30.60 | 31.40 |
| | O | 36.23 | 37.44 | 38.64 | 39.86 | 41.07 | 42.27 | 43.49 | 44.07 | 44.07 | 44.07 |
| 9 | B | 26.68 | 27.57 | 28.46 | 29.35 | 30.24 | 31.12 | 32.01 | 32.90 | 33.79 | 34.68 |
| | O | 40.02 | 41.36 | 42.69 | 44.03 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 |
| 10 | B | 29.38 | 30.36 | 31.34 | 32.32 | 33.30 | 34.28 | 35.26 | 36.24 | 37.22 | 38.19 |
| | O | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 |
| 11 | B | 32.28 | 33.35 | 34.43 | 35.51 | 36.58 | 37.66 | 38.74 | 39.81 | 40.89 | 41.96 |
| | O | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 |
| 12 | B | 38.69 | 39.98 | 41.27 | 42.56 | 43.85 | 45.14 | 46.43 | 47.72 | 49.01 | 50.30 |
| | O | 44.07 | 44.07 | 44.07 | 44.07 | 44.07 | 45.14 | 46.43 | 47.72 | 49.01 | 50.30 |
| 13 | B | 46.01 | 47.54 | 49.07 | 50.61 | 52.14 | 53.67 | 55.21 | 56.74 | 58.27 | 59.81 |
| | O | 46.01 | 47.54 | 49.07 | 50.61 | 52.14 | 53.67 | 55.21 | 56.74 | 58.27 | 59.81 |
| 14 | B | 54.36 | 56.18 | 57.99 | 59.80 | 61.61 | 63.42 | 65.24 | 67.05 | 68.86 | 70.67 |
| | O | 54.36 | 56.18 | 57.99 | 59.80 | 61.61 | 63.42 | 65.24 | 67.05 | 68.86 | 70.67 |
| 15 | B | 63.95 | 66.08 | 68.21 | 70.34 | 72.47 | 74.61 | 76.74 | 78.87 | 81.00 | 82.65 |
| | O | 63.95 | 66.08 | 68.21 | 70.34 | 72.47 | 74.61 | 76.74 | 78.87 | 81.00 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-CS
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.14 | \$ 11.51 | \$ 11.88 | \$ 12.25 | \$ 12.62 | \$ 12.84 | \$ 13.20 | \$ 13.57 | \$ 13.59 | \$ 13.93 |
| | O | 16.71 | 17.27 | 17.82 | 18.38 | 18.93 | 19.26 | 19.80 | 20.36 | 20.39 | 20.90 |
| 2 | B | 12.53 | 12.82 | 13.24 | 13.59 | 13.74 | 14.15 | 14.55 | 14.95 | 15.36 | 15.76 |
| | O | 18.80 | 19.23 | 19.86 | 20.39 | 20.61 | 21.23 | 21.83 | 22.43 | 23.04 | 23.64 |
| 3 | B | 13.67 | 14.12 | 14.58 | 15.03 | 15.49 | 15.94 | 16.40 | 16.85 | 17.31 | 17.77 |
| | O | 20.51 | 21.18 | 21.87 | 22.55 | 23.24 | 23.91 | 24.60 | 25.28 | 25.97 | 26.66 |
| 4 | B | 15.34 | 15.85 | 16.36 | 16.88 | 17.39 | 17.90 | 18.41 | 18.92 | 19.43 | 19.94 |
| | O | 23.01 | 23.78 | 24.54 | 25.32 | 26.09 | 26.85 | 27.62 | 28.38 | 29.15 | 29.91 |
| 5 | B | 17.16 | 17.74 | 18.31 | 18.88 | 19.45 | 20.03 | 20.60 | 21.17 | 21.74 | 22.31 |
| | O | 25.74 | 26.61 | 27.47 | 28.32 | 29.18 | 30.05 | 30.90 | 31.76 | 32.61 | 33.47 |
| 6 | B | 19.13 | 19.77 | 20.41 | 21.05 | 21.68 | 22.32 | 22.96 | 23.60 | 24.23 | 24.87 |
| | O | 28.70 | 29.66 | 30.62 | 31.58 | 32.52 | 33.48 | 34.44 | 35.40 | 36.35 | 37.31 |
| 7 | B | 21.26 | 21.97 | 22.68 | 23.39 | 24.10 | 24.81 | 25.51 | 26.22 | 26.93 | 27.64 |
| | O | 31.89 | 32.96 | 34.02 | 35.09 | 36.15 | 37.22 | 38.27 | 39.33 | 40.40 | 41.46 |
| 8 | B | 23.55 | 24.33 | 25.12 | 25.90 | 26.69 | 27.47 | 28.26 | 29.04 | 29.83 | 30.61 |
| | O | 35.33 | 36.50 | 37.68 | 38.85 | 40.04 | 41.21 | 42.39 | 42.96 | 42.96 | 42.96 |
| 9 | B | 26.01 | 26.87 | 27.74 | 28.61 | 29.47 | 30.34 | 31.21 | 32.07 | 32.94 | 33.81 |
| | O | 39.02 | 40.31 | 41.61 | 42.92 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 |
| 10 | B | 28.64 | 29.59 | 30.55 | 31.50 | 32.46 | 33.41 | 34.37 | 35.32 | 36.28 | 37.23 |
| | O | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 |
| 11 | B | 31.47 | 32.52 | 33.56 | 34.61 | 35.66 | 36.71 | 37.76 | 38.81 | 39.86 | 40.91 |
| | O | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 |
| 12 | B | 37.71 | 38.97 | 40.23 | 41.49 | 42.74 | 44.00 | 45.26 | 46.52 | 47.77 | 49.03 |
| | O | 42.96 | 42.96 | 42.96 | 42.96 | 42.96 | 44.00 | 45.26 | 46.52 | 47.77 | 49.03 |
| 13 | B | 44.85 | 46.34 | 47.84 | 49.33 | 50.83 | 52.32 | 53.82 | 55.31 | 56.81 | 58.30 |
| | O | 44.85 | 46.34 | 47.84 | 49.33 | 50.83 | 52.32 | 53.82 | 55.31 | 56.81 | 58.30 |
| 14 | B | 53.00 | 54.76 | 56.53 | 58.30 | 60.06 | 61.83 | 63.60 | 65.36 | 67.13 | 68.89 |
| | O | 53.00 | 54.76 | 56.53 | 58.30 | 60.06 | 61.83 | 63.60 | 65.36 | 67.13 | 68.89 |
| 15 | B | 62.34 | 64.42 | 66.49 | 68.57 | 70.65 | 72.73 | 74.81 | 76.88 | 78.96 | 81.04 |
| | O | 62.34 | 64.42 | 66.49 | 68.57 | 70.65 | 72.73 | 74.81 | 76.88 | 78.96 | 81.04 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-COL
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.35 | \$ 11.73 | \$ 12.11 | \$ 12.48 | \$ 12.86 | \$ 13.08 | \$ 13.46 | \$ 13.83 | \$ 13.85 | \$ 14.20 |
| | O | 17.03 | 17.60 | 18.17 | 18.72 | 19.29 | 19.62 | 20.19 | 20.75 | 20.78 | 21.30 |
| 2 | B | 12.76 | 13.07 | 13.49 | 13.85 | 14.00 | 14.41 | 14.83 | 15.24 | 15.65 | 16.06 |
| | O | 19.14 | 19.61 | 20.24 | 20.78 | 21.00 | 21.62 | 22.25 | 22.86 | 23.48 | 24.09 |
| 3 | B | 13.93 | 14.39 | 14.85 | 15.32 | 15.78 | 16.25 | 16.71 | 17.17 | 17.64 | 18.10 |
| | O | 20.90 | 21.59 | 22.28 | 22.98 | 23.67 | 24.38 | 25.07 | 25.76 | 26.46 | 27.15 |
| 4 | B | 15.63 | 16.15 | 16.68 | 17.20 | 17.72 | 18.24 | 18.76 | 19.28 | 19.80 | 20.32 |
| | O | 23.45 | 24.23 | 25.02 | 25.80 | 26.58 | 27.36 | 28.14 | 28.92 | 29.70 | 30.48 |
| 5 | B | 17.49 | 18.07 | 18.66 | 19.24 | 19.82 | 20.41 | 20.99 | 21.57 | 22.16 | 22.74 |
| | O | 26.24 | 27.11 | 27.99 | 28.86 | 29.73 | 30.62 | 31.49 | 32.36 | 33.24 | 34.11 |
| 6 | B | 19.50 | 20.15 | 20.80 | 21.45 | 22.10 | 22.75 | 23.40 | 24.05 | 24.70 | 25.35 |
| | O | 29.25 | 30.23 | 31.20 | 32.18 | 33.15 | 34.13 | 35.10 | 36.08 | 37.05 | 38.03 |
| 7 | B | 21.67 | 22.39 | 23.11 | 23.83 | 24.55 | 25.28 | 26.00 | 26.72 | 27.44 | 28.17 |
| | O | 32.51 | 33.59 | 34.67 | 35.75 | 36.83 | 37.92 | 39.00 | 40.08 | 41.16 | 42.26 |
| 8 | B | 23.99 | 24.79 | 25.59 | 26.39 | 27.19 | 27.99 | 28.79 | 29.59 | 30.39 | 31.19 |
| | O | 35.99 | 37.19 | 38.39 | 39.59 | 40.79 | 41.99 | 43.19 | 43.77 | 43.77 | 43.77 |
| 9 | B | 26.50 | 27.38 | 28.27 | 29.15 | 30.03 | 30.92 | 31.80 | 32.68 | 33.57 | 34.45 |
| | O | 39.75 | 41.07 | 42.41 | 43.73 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 |
| 10 | B | 29.18 | 30.16 | 31.13 | 32.10 | 33.08 | 34.05 | 35.02 | 36.00 | 36.97 | 37.94 |
| | O | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 |
| 11 | B | 32.06 | 33.13 | 34.20 | 35.27 | 36.34 | 37.41 | 38.48 | 39.55 | 40.62 | 41.69 |
| | O | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 |
| 12 | B | 38.43 | 39.71 | 40.99 | 42.28 | 43.56 | 44.84 | 46.12 | 47.40 | 48.68 | 49.96 |
| | O | 43.77 | 43.77 | 43.77 | 43.77 | 43.77 | 44.84 | 46.12 | 47.40 | 48.68 | 49.96 |
| 13 | B | 45.70 | 47.22 | 48.75 | 50.27 | 51.79 | 53.32 | 54.84 | 56.36 | 57.89 | 59.41 |
| | O | 45.70 | 47.22 | 48.75 | 50.27 | 51.79 | 53.32 | 54.84 | 56.36 | 57.89 | 59.41 |
| 14 | B | 54.00 | 55.80 | 57.60 | 59.40 | 61.20 | 63.00 | 64.80 | 66.60 | 68.40 | 70.20 |
| | O | 54.00 | 55.80 | 57.60 | 59.40 | 61.20 | 63.00 | 64.80 | 66.60 | 68.40 | 70.20 |
| 15 | B | 63.52 | 65.64 | 67.76 | 69.88 | 71.99 | 74.11 | 76.23 | 78.35 | 80.46 | 82.58 |
| | O | 63.52 | 65.64 | 67.76 | 69.88 | 71.99 | 74.11 | 76.23 | 78.35 | 80.46 | 82.58 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-CC
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.02 | \$ 11.39 | \$ 11.76 | \$ 12.12 | \$ 12.49 | \$ 12.71 | \$ 13.07 | \$ 13.43 | \$ 13.45 | \$ 13.79 |
| | O | 16.53 | 17.09 | 17.64 | 18.18 | 18.74 | 19.07 | 19.61 | 20.15 | 20.18 | 20.69 |
| 2 | B | 12.40 | 12.69 | 13.10 | 13.45 | 13.60 | 14.00 | 14.40 | 14.80 | 15.20 | 15.60 |
| | O | 18.60 | 19.04 | 19.65 | 20.18 | 20.40 | 21.00 | 21.60 | 22.20 | 22.80 | 23.40 |
| 3 | B | 13.52 | 13.98 | 14.43 | 14.88 | 15.33 | 15.78 | 16.23 | 16.68 | 17.13 | 17.58 |
| | O | 20.28 | 20.97 | 21.65 | 22.32 | 23.00 | 23.67 | 24.35 | 25.02 | 25.70 | 26.37 |
| 4 | B | 15.18 | 15.69 | 16.19 | 16.70 | 17.21 | 17.71 | 18.22 | 18.72 | 19.23 | 19.74 |
| | O | 22.77 | 23.54 | 24.29 | 25.05 | 25.82 | 26.57 | 27.33 | 28.08 | 28.85 | 29.61 |
| 5 | B | 16.99 | 17.55 | 18.12 | 18.69 | 19.25 | 19.82 | 20.38 | 20.95 | 21.52 | 22.08 |
| | O | 25.49 | 26.33 | 27.18 | 28.04 | 28.88 | 29.73 | 30.57 | 31.43 | 32.28 | 33.12 |
| 6 | B | 18.93 | 19.57 | 20.20 | 20.83 | 21.46 | 22.09 | 22.72 | 23.35 | 23.98 | 24.61 |
| | O | 28.40 | 29.36 | 30.30 | 31.25 | 32.19 | 33.14 | 34.08 | 35.03 | 35.97 | 36.92 |
| 7 | B | 21.04 | 21.74 | 22.44 | 23.15 | 23.85 | 24.55 | 25.25 | 25.95 | 26.65 | 27.35 |
| | O | 31.56 | 32.61 | 33.66 | 34.73 | 35.78 | 36.83 | 37.88 | 38.93 | 39.98 | 41.03 |
| 8 | B | 23.30 | 24.08 | 24.86 | 25.63 | 26.41 | 27.19 | 27.96 | 28.74 | 29.52 | 30.29 |
| | O | 34.95 | 36.12 | 37.29 | 38.45 | 39.62 | 40.79 | 41.94 | 42.51 | 42.51 | 42.51 |
| 9 | B | 25.74 | 26.60 | 27.45 | 28.31 | 29.17 | 30.03 | 30.89 | 31.74 | 32.60 | 33.46 |
| | O | 38.61 | 39.90 | 41.18 | 42.47 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 |
| 10 | B | 28.34 | 29.29 | 30.23 | 31.18 | 32.12 | 33.07 | 34.01 | 34.96 | 35.90 | 36.85 |
| | O | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 |
| 11 | B | 31.14 | 32.18 | 33.22 | 34.25 | 35.29 | 36.33 | 37.37 | 38.41 | 39.45 | 40.48 |
| | O | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 |
| 12 | B | 37.32 | 38.57 | 39.81 | 41.06 | 42.30 | 43.55 | 44.79 | 46.03 | 47.28 | 48.52 |
| | O | 42.51 | 42.51 | 42.51 | 42.51 | 42.51 | 43.55 | 44.79 | 46.03 | 47.28 | 48.52 |
| 13 | B | 44.38 | 45.86 | 47.34 | 48.82 | 50.30 | 51.78 | 53.26 | 54.74 | 56.22 | 57.70 |
| | O | 44.38 | 45.86 | 47.34 | 48.82 | 50.30 | 51.78 | 53.26 | 54.74 | 56.22 | 57.70 |
| 14 | B | 52.45 | 54.20 | 55.94 | 57.69 | 59.44 | 61.19 | 62.94 | 64.68 | 66.43 | 68.18 |
| | O | 52.45 | 54.20 | 55.94 | 57.69 | 59.44 | 61.19 | 62.94 | 64.68 | 66.43 | 68.18 |
| 15 | B | 61.69 | 63.75 | 65.81 | 67.86 | 69.92 | 71.97 | 74.03 | 76.09 | 78.14 | 80.20 |
| | O | 61.69 | 63.75 | 65.81 | 67.86 | 69.92 | 71.97 | 74.03 | 76.09 | 78.14 | 80.20 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-DFW
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.82 | \$ 12.22 | \$ 12.61 | \$ 13.00 | \$ 13.39 | \$ 13.62 | \$ 14.01 | \$ 14.40 | \$ 14.42 | \$ 14.79 |
| | O | 17.73 | 18.33 | 18.92 | 19.50 | 20.09 | 20.43 | 21.02 | 21.60 | 21.63 | 22.19 |
| 2 | B | 13.29 | 13.61 | 14.05 | 14.42 | 14.58 | 15.01 | 15.44 | 15.87 | 16.30 | 16.73 |
| | O | 19.94 | 20.42 | 21.08 | 21.63 | 21.87 | 22.52 | 23.16 | 23.81 | 24.45 | 25.10 |
| 3 | B | 14.50 | 14.99 | 15.47 | 15.95 | 16.44 | 16.92 | 17.40 | 17.88 | 18.37 | 18.85 |
| | O | 21.75 | 22.49 | 23.21 | 23.93 | 24.66 | 25.38 | 26.10 | 26.82 | 27.56 | 28.28 |
| 4 | B | 16.28 | 16.82 | 17.36 | 17.91 | 18.45 | 18.99 | 19.53 | 20.08 | 20.62 | 21.16 |
| | O | 24.42 | 25.23 | 26.04 | 26.87 | 27.68 | 28.49 | 29.30 | 30.12 | 30.93 | 31.74 |
| 5 | B | 18.21 | 18.82 | 19.43 | 20.03 | 20.64 | 21.25 | 21.86 | 22.46 | 23.07 | 23.68 |
| | O | 27.32 | 28.23 | 29.15 | 30.05 | 30.96 | 31.88 | 32.79 | 33.69 | 34.61 | 35.52 |
| 6 | B | 20.30 | 20.98 | 21.66 | 22.33 | 23.01 | 23.69 | 24.36 | 25.04 | 25.72 | 26.39 |
| | O | 30.45 | 31.47 | 32.49 | 33.50 | 34.52 | 35.54 | 36.54 | 37.56 | 38.58 | 39.59 |
| 7 | B | 22.56 | 23.31 | 24.07 | 24.82 | 25.57 | 26.32 | 27.07 | 27.83 | 28.58 | 29.33 |
| | O | 33.84 | 34.97 | 36.11 | 37.23 | 38.36 | 39.48 | 40.61 | 41.75 | 42.87 | 44.00 |
| 8 | B | 24.99 | 25.82 | 26.65 | 27.48 | 28.32 | 29.15 | 29.98 | 30.82 | 31.65 | 32.48 |
| | O | 37.49 | 38.73 | 39.98 | 41.22 | 42.48 | 43.73 | 44.97 | 45.59 | 45.59 | 45.59 |
| 9 | B | 27.60 | 28.52 | 29.44 | 30.36 | 31.28 | 32.20 | 33.12 | 34.04 | 34.96 | 35.88 |
| | O | 41.40 | 42.78 | 44.16 | 45.54 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 |
| 10 | B | 30.39 | 31.40 | 32.42 | 33.43 | 34.44 | 35.46 | 36.47 | 37.48 | 38.50 | 39.51 |
| | O | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 |
| 11 | B | 33.39 | 34.50 | 35.62 | 36.73 | 37.84 | 38.96 | 40.07 | 41.18 | 42.30 | 43.41 |
| | O | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 |
| 12 | B | 40.02 | 41.35 | 42.69 | 44.02 | 45.36 | 46.69 | 48.03 | 49.36 | 50.69 | 52.03 |
| | O | 45.59 | 45.59 | 45.59 | 45.59 | 45.59 | 46.69 | 48.03 | 49.36 | 50.69 | 52.03 |
| 13 | B | 47.59 | 49.18 | 50.76 | 52.35 | 53.93 | 55.52 | 57.11 | 58.69 | 60.28 | 61.87 |
| | O | 47.59 | 49.18 | 50.76 | 52.35 | 53.93 | 55.52 | 57.11 | 58.69 | 60.28 | 61.87 |
| 14 | B | 56.24 | 58.11 | 59.99 | 61.86 | 63.73 | 65.61 | 67.48 | 69.36 | 71.23 | 73.11 |
| | O | 56.24 | 58.11 | 59.99 | 61.86 | 63.73 | 65.61 | 67.48 | 69.36 | 71.23 | 73.11 |
| 15 | B | 66.15 | 68.35 | 70.56 | 72.76 | 74.97 | 77.17 | 79.38 | 81.58 | 82.65 | 82.65 |
| | O | 66.15 | 68.35 | 70.56 | 72.76 | 74.97 | 77.17 | 79.38 | 81.58 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-DV
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.07 | \$ 11.44 | \$ 11.81 | \$ 12.17 | \$ 12.54 | \$ 12.76 | \$ 13.12 | \$ 13.49 | \$ 13.50 | \$ 13.85 |
| | O | 16.61 | 17.16 | 17.72 | 18.26 | 18.81 | 19.14 | 19.68 | 20.24 | 20.25 | 20.78 |
| 2 | B | 12.45 | 12.74 | 13.15 | 13.50 | 13.66 | 14.06 | 14.46 | 14.86 | 15.26 | 15.66 |
| | O | 18.68 | 19.11 | 19.73 | 20.25 | 20.49 | 21.09 | 21.69 | 22.29 | 22.89 | 23.49 |
| 3 | B | 13.58 | 14.03 | 14.49 | 14.94 | 15.39 | 15.84 | 16.30 | 16.75 | 17.20 | 17.65 |
| | O | 20.37 | 21.05 | 21.74 | 22.41 | 23.09 | 23.76 | 24.45 | 25.13 | 25.80 | 26.48 |
| 4 | B | 15.24 | 15.75 | 16.26 | 16.77 | 17.28 | 17.79 | 18.29 | 18.80 | 19.31 | 19.82 |
| | O | 22.86 | 23.63 | 24.39 | 25.16 | 25.92 | 26.69 | 27.44 | 28.20 | 28.97 | 29.73 |
| 5 | B | 17.06 | 17.62 | 18.19 | 18.76 | 19.33 | 19.90 | 20.47 | 21.04 | 21.61 | 22.17 |
| | O | 25.59 | 26.43 | 27.29 | 28.14 | 29.00 | 29.85 | 30.71 | 31.56 | 32.42 | 33.26 |
| 6 | B | 19.01 | 19.65 | 20.28 | 20.91 | 21.55 | 22.18 | 22.82 | 23.45 | 24.08 | 24.72 |
| | O | 28.52 | 29.48 | 30.42 | 31.37 | 32.33 | 33.27 | 34.23 | 35.18 | 36.12 | 37.08 |
| 7 | B | 21.13 | 21.83 | 22.54 | 23.24 | 23.95 | 24.65 | 25.35 | 26.06 | 26.76 | 27.47 |
| | O | 31.70 | 32.75 | 33.81 | 34.86 | 35.93 | 36.98 | 38.03 | 39.09 | 40.14 | 41.21 |
| 8 | B | 23.40 | 24.18 | 24.96 | 25.74 | 26.52 | 27.30 | 28.08 | 28.86 | 29.64 | 30.42 |
| | O | 35.10 | 36.27 | 37.44 | 38.61 | 39.78 | 40.95 | 42.12 | 42.69 | 42.69 | 42.69 |
| 9 | B | 25.84 | 26.70 | 27.57 | 28.43 | 29.29 | 30.15 | 31.01 | 31.87 | 32.73 | 33.60 |
| | O | 38.76 | 40.05 | 41.36 | 42.65 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 |
| 10 | B | 28.46 | 29.41 | 30.36 | 31.31 | 32.26 | 33.20 | 34.15 | 35.10 | 36.05 | 37.00 |
| | O | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 |
| 11 | B | 31.27 | 32.31 | 33.35 | 34.40 | 35.44 | 36.48 | 37.52 | 38.57 | 39.61 | 40.65 |
| | O | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 |
| 12 | B | 37.48 | 38.73 | 39.98 | 41.23 | 42.48 | 43.73 | 44.98 | 46.22 | 47.47 | 48.72 |
| | O | 42.69 | 42.69 | 42.69 | 42.69 | 42.69 | 43.73 | 44.98 | 46.22 | 47.47 | 48.72 |
| 13 | B | 44.57 | 46.05 | 47.54 | 49.02 | 50.51 | 51.99 | 53.48 | 54.97 | 56.45 | 57.94 |
| | O | 44.57 | 46.05 | 47.54 | 49.02 | 50.51 | 51.99 | 53.48 | 54.97 | 56.45 | 57.94 |
| 14 | B | 52.66 | 54.42 | 56.17 | 57.93 | 59.68 | 61.44 | 63.20 | 64.95 | 66.71 | 68.46 |
| | O | 52.66 | 54.42 | 56.17 | 57.93 | 59.68 | 61.44 | 63.20 | 64.95 | 66.71 | 68.46 |
| 15 | B | 61.95 | 64.01 | 66.08 | 68.14 | 70.21 | 72.27 | 74.34 | 76.40 | 78.47 | 80.53 |
| | O | 61.95 | 64.01 | 66.08 | 68.14 | 70.21 | 72.27 | 74.34 | 76.40 | 78.47 | 80.53 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-DAY
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.27 | \$ 11.65 | \$ 12.02 | \$ 12.40 | \$ 12.77 | \$ 12.99 | \$ 13.36 | \$ 13.74 | \$ 13.75 | \$ 14.10 |
| | O | 16.91 | 17.48 | 18.03 | 18.60 | 19.16 | 19.49 | 20.04 | 20.61 | 20.63 | 21.15 |
| 2 | B | 12.67 | 12.98 | 13.40 | 13.75 | 13.90 | 14.31 | 14.72 | 15.13 | 15.54 | 15.95 |
| | O | 19.01 | 19.47 | 20.10 | 20.63 | 20.85 | 21.47 | 22.08 | 22.70 | 23.31 | 23.93 |
| 3 | B | 13.83 | 14.29 | 14.75 | 15.21 | 15.67 | 16.13 | 16.59 | 17.05 | 17.52 | 17.98 |
| | O | 20.75 | 21.44 | 22.13 | 22.82 | 23.51 | 24.20 | 24.89 | 25.58 | 26.28 | 26.97 |
| 4 | B | 15.52 | 16.04 | 16.56 | 17.08 | 17.59 | 18.11 | 18.63 | 19.15 | 19.66 | 20.18 |
| | O | 23.28 | 24.06 | 24.84 | 25.62 | 26.39 | 27.17 | 27.95 | 28.73 | 29.49 | 30.27 |
| 5 | B | 17.37 | 17.95 | 18.53 | 19.11 | 19.68 | 20.26 | 20.84 | 21.42 | 22.00 | 22.58 |
| | O | 26.06 | 26.93 | 27.80 | 28.67 | 29.52 | 30.39 | 31.26 | 32.13 | 33.00 | 33.87 |
| 6 | B | 19.36 | 20.01 | 20.65 | 21.30 | 21.94 | 22.59 | 23.23 | 23.88 | 24.52 | 25.17 |
| | O | 29.04 | 30.02 | 30.98 | 31.95 | 32.91 | 33.89 | 34.85 | 35.82 | 36.78 | 37.76 |
| 7 | B | 21.51 | 22.23 | 22.95 | 23.67 | 24.38 | 25.10 | 25.82 | 26.53 | 27.25 | 27.97 |
| | O | 32.27 | 33.35 | 34.43 | 35.51 | 36.57 | 37.65 | 38.73 | 39.80 | 40.88 | 41.96 |
| 8 | B | 23.83 | 24.62 | 25.41 | 26.21 | 27.00 | 27.80 | 28.59 | 29.39 | 30.18 | 30.98 |
| | O | 35.75 | 36.93 | 38.12 | 39.32 | 40.50 | 41.70 | 42.89 | 43.47 | 43.47 | 43.47 |
| 9 | B | 26.32 | 27.19 | 28.07 | 28.95 | 29.82 | 30.70 | 31.58 | 32.46 | 33.33 | 34.21 |
| | O | 39.48 | 40.79 | 42.11 | 43.43 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 |
| 10 | B | 28.98 | 29.95 | 30.91 | 31.88 | 32.85 | 33.81 | 34.78 | 35.74 | 36.71 | 37.68 |
| | O | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 |
| 11 | B | 31.84 | 32.90 | 33.96 | 35.02 | 36.09 | 37.15 | 38.21 | 39.27 | 40.33 | 41.39 |
| | O | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 |
| 12 | B | 38.16 | 39.44 | 40.71 | 41.98 | 43.25 | 44.52 | 45.80 | 47.07 | 48.34 | 49.61 |
| | O | 43.47 | 43.47 | 43.47 | 43.47 | 43.47 | 44.52 | 45.80 | 47.07 | 48.34 | 49.61 |
| 13 | B | 45.38 | 46.89 | 48.41 | 49.92 | 51.43 | 52.94 | 54.46 | 55.97 | 57.48 | 59.00 |
| | O | 45.38 | 46.89 | 48.41 | 49.92 | 51.43 | 52.94 | 54.46 | 55.97 | 57.48 | 59.00 |
| 14 | B | 53.63 | 55.41 | 57.20 | 58.99 | 60.78 | 62.56 | 64.35 | 66.14 | 67.93 | 69.71 |
| | O | 53.63 | 55.41 | 57.20 | 58.99 | 60.78 | 62.56 | 64.35 | 66.14 | 67.93 | 69.71 |
| 15 | B | 63.08 | 65.18 | 67.28 | 69.39 | 71.49 | 73.59 | 75.69 | 77.80 | 79.90 | 82.00 |
| | O | 63.08 | 65.18 | 67.28 | 69.39 | 71.49 | 73.59 | 75.69 | 77.80 | 79.90 | 82.00 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-DEN
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.02 | \$ 12.43 | \$ 12.83 | \$ 13.22 | \$ 13.62 | \$ 13.86 | \$ 14.25 | \$ 14.65 | \$ 14.67 | \$ 15.04 |
| | O | 18.03 | 18.65 | 19.25 | 19.83 | 20.43 | 20.79 | 21.38 | 21.98 | 22.01 | 22.56 |
| 2 | B | 13.52 | 13.84 | 14.29 | 14.67 | 14.83 | 15.27 | 15.70 | 16.14 | 16.58 | 17.01 |
| | O | 20.28 | 20.76 | 21.44 | 22.01 | 22.25 | 22.91 | 23.55 | 24.21 | 24.87 | 25.52 |
| 3 | B | 14.75 | 15.24 | 15.73 | 16.23 | 16.72 | 17.21 | 17.70 | 18.19 | 18.68 | 19.18 |
| | O | 22.13 | 22.86 | 23.60 | 24.35 | 25.08 | 25.82 | 26.55 | 27.29 | 28.02 | 28.77 |
| 4 | B | 16.56 | 17.11 | 17.66 | 18.21 | 18.77 | 19.32 | 19.87 | 20.42 | 20.97 | 21.53 |
| | O | 24.84 | 25.67 | 26.49 | 27.32 | 28.16 | 28.98 | 29.81 | 30.63 | 31.46 | 32.30 |
| 5 | B | 18.53 | 19.14 | 19.76 | 20.38 | 21.00 | 21.62 | 22.23 | 22.85 | 23.47 | 24.09 |
| | O | 27.80 | 28.71 | 29.64 | 30.57 | 31.50 | 32.43 | 33.35 | 34.28 | 35.21 | 36.14 |
| 6 | B | 20.65 | 21.34 | 22.03 | 22.72 | 23.41 | 24.09 | 24.78 | 25.47 | 26.16 | 26.85 |
| | O | 30.98 | 32.01 | 33.05 | 34.08 | 35.12 | 36.14 | 37.17 | 38.21 | 39.24 | 40.28 |
| 7 | B | 22.95 | 23.71 | 24.48 | 25.24 | 26.01 | 26.77 | 27.54 | 28.30 | 29.07 | 29.84 |
| | O | 34.43 | 35.57 | 36.72 | 37.86 | 39.02 | 40.16 | 41.31 | 42.45 | 43.61 | 44.76 |
| 8 | B | 25.42 | 26.26 | 27.11 | 27.96 | 28.80 | 29.65 | 30.50 | 31.35 | 32.19 | 33.04 |
| | O | 38.13 | 39.39 | 40.67 | 41.94 | 43.20 | 44.48 | 45.75 | 46.37 | 46.37 | 46.37 |
| 9 | B | 28.07 | 29.01 | 29.94 | 30.88 | 31.81 | 32.75 | 33.69 | 34.62 | 35.56 | 36.49 |
| | O | 42.11 | 43.52 | 44.91 | 46.32 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 |
| 10 | B | 30.91 | 31.94 | 32.97 | 34.01 | 35.04 | 36.07 | 37.10 | 38.13 | 39.16 | 40.19 |
| | O | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 |
| 11 | B | 33.96 | 35.10 | 36.23 | 37.36 | 38.49 | 39.63 | 40.76 | 41.89 | 43.02 | 44.16 |
| | O | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 |
| 12 | B | 40.71 | 42.07 | 43.42 | 44.78 | 46.14 | 47.49 | 48.85 | 50.21 | 51.57 | 52.92 |
| | O | 46.37 | 46.37 | 46.37 | 46.37 | 46.37 | 47.49 | 48.85 | 50.21 | 51.57 | 52.92 |
| 13 | B | 48.41 | 50.02 | 51.64 | 53.25 | 54.86 | 56.48 | 58.09 | 59.70 | 61.32 | 62.93 |
| | O | 48.41 | 50.02 | 51.64 | 53.25 | 54.86 | 56.48 | 58.09 | 59.70 | 61.32 | 62.93 |
| 14 | B | 57.20 | 59.11 | 61.02 | 62.92 | 64.83 | 66.74 | 68.64 | 70.55 | 72.46 | 74.36 |
| | O | 57.20 | 59.11 | 61.02 | 62.92 | 64.83 | 66.74 | 68.64 | 70.55 | 72.46 | 74.36 |
| 15 | B | 67.29 | 69.53 | 71.77 | 74.02 | 76.26 | 78.50 | 80.74 | 82.65 | 82.65 | 82.65 |
| | O | 67.29 | 69.53 | 71.77 | 74.02 | 76.26 | 78.50 | 80.74 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-DM
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 10.97 | \$ 11.33 | \$ 11.70 | \$ 12.06 | \$ 12.43 | \$ 12.64 | \$ 13.00 | \$ 13.36 | \$ 13.38 | \$ 13.72 |
| | O | 16.46 | 17.00 | 17.55 | 18.09 | 18.65 | 18.96 | 19.50 | 20.04 | 20.07 | 20.58 |
| 2 | B | 12.33 | 12.62 | 13.03 | 13.38 | 13.53 | 13.93 | 14.32 | 14.72 | 15.12 | 15.52 |
| | O | 18.50 | 18.93 | 19.55 | 20.07 | 20.30 | 20.90 | 21.48 | 22.08 | 22.68 | 23.28 |
| 3 | B | 13.45 | 13.90 | 14.35 | 14.80 | 15.25 | 15.70 | 16.14 | 16.59 | 17.04 | 17.49 |
| | O | 20.18 | 20.85 | 21.53 | 22.20 | 22.88 | 23.55 | 24.21 | 24.89 | 25.56 | 26.24 |
| 4 | B | 15.10 | 15.61 | 16.11 | 16.61 | 17.12 | 17.62 | 18.12 | 18.63 | 19.13 | 19.63 |
| | O | 22.65 | 23.42 | 24.17 | 24.92 | 25.68 | 26.43 | 27.18 | 27.95 | 28.70 | 29.45 |
| 5 | B | 16.90 | 17.46 | 18.02 | 18.59 | 19.15 | 19.71 | 20.28 | 20.84 | 21.40 | 21.97 |
| | O | 25.35 | 26.19 | 27.03 | 27.89 | 28.73 | 29.57 | 30.42 | 31.26 | 32.10 | 32.96 |
| 6 | B | 18.84 | 19.46 | 20.09 | 20.72 | 21.35 | 21.98 | 22.60 | 23.23 | 23.86 | 24.49 |
| | O | 28.26 | 29.19 | 30.14 | 31.08 | 32.03 | 32.97 | 33.90 | 34.85 | 35.79 | 36.74 |
| 7 | B | 20.93 | 21.63 | 22.33 | 23.02 | 23.72 | 24.42 | 25.12 | 25.82 | 26.51 | 27.21 |
| | O | 31.40 | 32.45 | 33.50 | 34.53 | 35.58 | 36.63 | 37.68 | 38.73 | 39.77 | 40.82 |
| 8 | B | 23.18 | 23.95 | 24.73 | 25.50 | 26.27 | 27.04 | 27.82 | 28.59 | 29.36 | 30.14 |
| | O | 34.77 | 35.93 | 37.10 | 38.25 | 39.41 | 40.56 | 41.73 | 42.29 | 42.29 | 42.29 |
| 9 | B | 25.60 | 26.46 | 27.31 | 28.16 | 29.02 | 29.87 | 30.72 | 31.58 | 32.43 | 33.28 |
| | O | 38.40 | 39.69 | 40.97 | 42.24 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 |
| 10 | B | 28.19 | 29.13 | 30.07 | 31.01 | 31.95 | 32.90 | 33.84 | 34.77 | 35.71 | 36.66 |
| | O | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 |
| 11 | B | 30.98 | 32.01 | 33.04 | 34.08 | 35.11 | 36.14 | 37.17 | 38.21 | 39.24 | 40.27 |
| | O | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 |
| 12 | B | 37.13 | 38.37 | 39.60 | 40.84 | 42.08 | 43.32 | 44.56 | 45.79 | 47.03 | 48.27 |
| | O | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 43.32 | 44.56 | 45.79 | 47.03 | 48.27 |
| 13 | B | 44.15 | 45.62 | 47.09 | 48.57 | 50.04 | 51.51 | 52.98 | 54.45 | 55.92 | 57.40 |
| | O | 44.15 | 45.62 | 47.09 | 48.57 | 50.04 | 51.51 | 52.98 | 54.45 | 55.92 | 57.40 |
| 14 | B | 52.17 | 53.91 | 55.65 | 57.39 | 59.13 | 60.87 | 62.61 | 64.35 | 66.08 | 67.82 |
| | O | 52.17 | 53.91 | 55.65 | 57.39 | 59.13 | 60.87 | 62.61 | 64.35 | 66.08 | 67.82 |
| 15 | B | 61.37 | 63.42 | 65.46 | 67.51 | 69.55 | 71.60 | 73.64 | 75.69 | 77.74 | 79.78 |
| | O | 61.37 | 63.42 | 65.46 | 67.51 | 69.55 | 71.60 | 73.64 | 75.69 | 77.74 | 79.78 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-DET
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.04 | \$ 12.45 | \$ 12.85 | \$ 13.24 | \$ 13.64 | \$ 13.88 | \$ 14.27 | \$ 14.67 | \$ 14.69 | \$ 15.06 |
| | O | 18.06 | 18.68 | 19.28 | 19.86 | 20.46 | 20.82 | 21.41 | 22.01 | 22.04 | 22.59 |
| 2 | B | 13.54 | 13.86 | 14.31 | 14.69 | 14.85 | 15.29 | 15.73 | 16.16 | 16.60 | 17.04 |
| | O | 20.31 | 20.79 | 21.47 | 22.04 | 22.28 | 22.94 | 23.60 | 24.24 | 24.90 | 25.56 |
| 3 | B | 14.77 | 15.27 | 15.76 | 16.25 | 16.74 | 17.23 | 17.73 | 18.22 | 18.71 | 19.20 |
| | O | 22.16 | 22.91 | 23.64 | 24.38 | 25.11 | 25.85 | 26.60 | 27.33 | 28.07 | 28.80 |
| 4 | B | 16.58 | 17.14 | 17.69 | 18.24 | 18.79 | 19.35 | 19.90 | 20.45 | 21.01 | 21.56 |
| | O | 24.87 | 25.71 | 26.54 | 27.36 | 28.19 | 29.03 | 29.85 | 30.68 | 31.52 | 32.34 |
| 5 | B | 18.55 | 19.17 | 19.79 | 20.41 | 21.03 | 21.65 | 22.27 | 22.88 | 23.50 | 24.12 |
| | O | 27.83 | 28.76 | 29.69 | 30.62 | 31.55 | 32.48 | 33.41 | 34.32 | 35.25 | 36.18 |
| 6 | B | 20.68 | 21.37 | 22.06 | 22.75 | 23.44 | 24.13 | 24.82 | 25.51 | 26.20 | 26.89 |
| | O | 31.02 | 32.06 | 33.09 | 34.13 | 35.16 | 36.20 | 37.23 | 38.27 | 39.30 | 40.34 |
| 7 | B | 22.98 | 23.75 | 24.52 | 25.28 | 26.05 | 26.81 | 27.58 | 28.35 | 29.11 | 29.88 |
| | O | 34.47 | 35.63 | 36.78 | 37.92 | 39.08 | 40.22 | 41.37 | 42.53 | 43.67 | 44.82 |
| 8 | B | 25.45 | 26.30 | 27.15 | 28.00 | 28.85 | 29.70 | 30.55 | 31.39 | 32.24 | 33.09 |
| | O | 38.18 | 39.45 | 40.73 | 42.00 | 43.28 | 44.55 | 45.83 | 46.44 | 46.44 | 46.44 |
| 9 | B | 28.11 | 29.05 | 29.99 | 30.92 | 31.86 | 32.80 | 33.74 | 34.67 | 35.61 | 36.55 |
| | O | 42.17 | 43.58 | 44.99 | 46.38 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 |
| 10 | B | 30.96 | 31.99 | 33.02 | 34.06 | 35.09 | 36.12 | 37.15 | 38.18 | 39.22 | 40.25 |
| | O | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 |
| 11 | B | 34.01 | 35.15 | 36.28 | 37.42 | 38.55 | 39.69 | 40.82 | 41.95 | 43.09 | 44.22 |
| | O | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 |
| 12 | B | 40.77 | 42.13 | 43.49 | 44.85 | 46.21 | 47.57 | 48.93 | 50.28 | 51.64 | 53.00 |
| | O | 46.44 | 46.44 | 46.44 | 46.44 | 46.44 | 47.57 | 48.93 | 50.28 | 51.64 | 53.00 |
| 13 | B | 48.48 | 50.10 | 51.71 | 53.33 | 54.94 | 56.56 | 58.18 | 59.79 | 61.41 | 63.02 |
| | O | 48.48 | 50.10 | 51.71 | 53.33 | 54.94 | 56.56 | 58.18 | 59.79 | 61.41 | 63.02 |
| 14 | B | 57.29 | 59.20 | 61.11 | 63.02 | 64.93 | 66.84 | 68.75 | 70.66 | 72.56 | 74.47 |
| | O | 57.29 | 59.20 | 61.11 | 63.02 | 64.93 | 66.84 | 68.75 | 70.66 | 72.56 | 74.47 |
| 15 | B | 67.39 | 69.63 | 71.88 | 74.13 | 76.37 | 78.62 | 80.86 | 82.65 | 82.65 | 82.65 |
| | O | 67.39 | 69.63 | 71.88 | 74.13 | 76.37 | 78.62 | 80.86 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-HB
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.08 | \$ 11.46 | \$ 11.82 | \$ 12.19 | \$ 12.56 | \$ 12.78 | \$ 13.14 | \$ 13.51 | \$ 13.52 | \$ 13.87 |
| | O | 16.62 | 17.19 | 17.73 | 18.29 | 18.84 | 19.17 | 19.71 | 20.27 | 20.28 | 20.81 |
| 2 | B | 12.46 | 12.76 | 13.17 | 13.52 | 13.67 | 14.08 | 14.48 | 14.88 | 15.28 | 15.68 |
| | O | 18.69 | 19.14 | 19.76 | 20.28 | 20.51 | 21.12 | 21.72 | 22.32 | 22.92 | 23.52 |
| 3 | B | 13.60 | 14.05 | 14.51 | 14.96 | 15.41 | 15.86 | 16.32 | 16.77 | 17.22 | 17.68 |
| | O | 20.40 | 21.08 | 21.77 | 22.44 | 23.12 | 23.79 | 24.48 | 25.16 | 25.83 | 26.52 |
| 4 | B | 15.27 | 15.77 | 16.28 | 16.79 | 17.30 | 17.81 | 18.32 | 18.83 | 19.34 | 19.84 |
| | O | 22.91 | 23.66 | 24.42 | 25.19 | 25.95 | 26.72 | 27.48 | 28.25 | 29.01 | 29.76 |
| 5 | B | 17.08 | 17.65 | 18.22 | 18.79 | 19.36 | 19.93 | 20.50 | 21.07 | 21.63 | 22.20 |
| | O | 25.62 | 26.48 | 27.33 | 28.19 | 29.04 | 29.90 | 30.75 | 31.61 | 32.45 | 33.30 |
| 6 | B | 19.04 | 19.67 | 20.31 | 20.94 | 21.58 | 22.21 | 22.85 | 23.48 | 24.12 | 24.75 |
| | O | 28.56 | 29.51 | 30.47 | 31.41 | 32.37 | 33.32 | 34.28 | 35.22 | 36.18 | 37.13 |
| 7 | B | 21.16 | 21.86 | 22.57 | 23.27 | 23.98 | 24.68 | 25.39 | 26.09 | 26.80 | 27.50 |
| | O | 31.74 | 32.79 | 33.86 | 34.91 | 35.97 | 37.02 | 38.09 | 39.14 | 40.20 | 41.25 |
| 8 | B | 23.43 | 24.21 | 24.99 | 25.77 | 26.55 | 27.34 | 28.12 | 28.90 | 29.68 | 30.46 |
| | O | 35.15 | 36.32 | 37.49 | 38.66 | 39.83 | 41.01 | 42.18 | 42.75 | 42.75 | 42.75 |
| 9 | B | 25.88 | 26.74 | 27.60 | 28.47 | 29.33 | 30.19 | 31.05 | 31.92 | 32.78 | 33.64 |
| | O | 38.82 | 40.11 | 41.40 | 42.71 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 |
| 10 | B | 28.50 | 29.45 | 30.40 | 31.35 | 32.30 | 33.25 | 34.20 | 35.15 | 36.10 | 37.05 |
| | O | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 |
| 11 | B | 31.31 | 32.36 | 33.40 | 34.44 | 35.49 | 36.53 | 37.57 | 38.62 | 39.66 | 40.71 |
| | O | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 |
| 12 | B | 37.53 | 38.78 | 40.03 | 41.28 | 42.53 | 43.79 | 45.04 | 46.29 | 47.54 | 48.79 |
| | O | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 43.79 | 45.04 | 46.29 | 47.54 | 48.79 |
| 13 | B | 44.63 | 46.11 | 47.60 | 49.09 | 50.58 | 52.07 | 53.55 | 55.04 | 56.53 | 58.02 |
| | O | 44.63 | 46.11 | 47.60 | 49.09 | 50.58 | 52.07 | 53.55 | 55.04 | 56.53 | 58.02 |
| 14 | B | 52.74 | 54.49 | 56.25 | 58.01 | 59.77 | 61.52 | 63.28 | 65.04 | 66.80 | 68.55 |
| | O | 52.74 | 54.49 | 56.25 | 58.01 | 59.77 | 61.52 | 63.28 | 65.04 | 66.80 | 68.55 |
| 15 | B | 62.03 | 64.10 | 66.17 | 68.23 | 70.30 | 72.37 | 74.44 | 76.51 | 78.57 | 80.64 |
| | O | 62.03 | 64.10 | 66.17 | 68.23 | 70.30 | 72.37 | 74.44 | 76.51 | 78.57 | 80.64 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-HAR
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.25 | \$ 12.66 | \$ 13.06 | \$ 13.47 | \$ 13.88 | \$ 14.11 | \$ 14.52 | \$ 14.92 | \$ 14.94 | \$ 15.32 |
| | O | 18.38 | 18.99 | 19.59 | 20.21 | 20.82 | 21.17 | 21.78 | 22.38 | 22.41 | 22.98 |
| 2 | B | 13.77 | 14.10 | 14.55 | 14.94 | 15.11 | 15.55 | 16.00 | 16.44 | 16.88 | 17.33 |
| | O | 20.66 | 21.15 | 21.83 | 22.41 | 22.67 | 23.33 | 24.00 | 24.66 | 25.32 | 26.00 |
| 3 | B | 15.02 | 15.53 | 16.03 | 16.53 | 17.03 | 17.53 | 18.03 | 18.53 | 19.03 | 19.53 |
| | O | 22.53 | 23.30 | 24.05 | 24.80 | 25.55 | 26.30 | 27.05 | 27.80 | 28.55 | 29.30 |
| 4 | B | 16.87 | 17.43 | 17.99 | 18.55 | 19.11 | 19.68 | 20.24 | 20.80 | 21.36 | 21.93 |
| | O | 25.31 | 26.15 | 26.99 | 27.83 | 28.67 | 29.52 | 30.36 | 31.20 | 32.04 | 32.90 |
| 5 | B | 18.87 | 19.50 | 20.13 | 20.76 | 21.39 | 22.02 | 22.65 | 23.27 | 23.90 | 24.53 |
| | O | 28.31 | 29.25 | 30.20 | 31.14 | 32.09 | 33.03 | 33.98 | 34.91 | 35.85 | 36.80 |
| 6 | B | 21.04 | 21.74 | 22.44 | 23.14 | 23.84 | 24.54 | 25.24 | 25.94 | 26.64 | 27.35 |
| | O | 31.56 | 32.61 | 33.66 | 34.71 | 35.76 | 36.81 | 37.86 | 38.91 | 39.96 | 41.03 |
| 7 | B | 23.38 | 24.15 | 24.93 | 25.71 | 26.49 | 27.27 | 28.05 | 28.83 | 29.61 | 30.39 |
| | O | 35.07 | 36.23 | 37.40 | 38.57 | 39.74 | 40.91 | 42.08 | 43.25 | 44.42 | 45.59 |
| 8 | B | 25.89 | 26.75 | 27.61 | 28.48 | 29.34 | 30.20 | 31.07 | 31.93 | 32.79 | 33.66 |
| | O | 38.84 | 40.13 | 41.42 | 42.72 | 44.01 | 45.30 | 46.61 | 47.24 | 47.24 | 47.24 |
| 9 | B | 28.59 | 29.55 | 30.50 | 31.45 | 32.40 | 33.36 | 34.31 | 35.26 | 36.22 | 37.17 |
| | O | 42.89 | 44.33 | 45.75 | 47.18 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 |
| 10 | B | 31.49 | 32.54 | 33.59 | 34.64 | 35.69 | 36.74 | 37.79 | 38.84 | 39.89 | 40.94 |
| | O | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 |
| 11 | B | 34.59 | 35.75 | 36.90 | 38.05 | 39.21 | 40.36 | 41.52 | 42.67 | 43.82 | 44.98 |
| | O | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 |
| 12 | B | 41.46 | 42.85 | 44.23 | 45.61 | 46.99 | 48.38 | 49.76 | 51.14 | 52.52 | 53.91 |
| | O | 47.24 | 47.24 | 47.24 | 47.24 | 47.24 | 48.38 | 49.76 | 51.14 | 52.52 | 53.91 |
| 13 | B | 49.31 | 50.95 | 52.59 | 54.24 | 55.88 | 57.52 | 59.17 | 60.81 | 62.46 | 64.10 |
| | O | 49.31 | 50.95 | 52.59 | 54.24 | 55.88 | 57.52 | 59.17 | 60.81 | 62.46 | 64.10 |
| 14 | B | 58.27 | 60.21 | 62.15 | 64.09 | 66.03 | 67.98 | 69.92 | 71.86 | 73.80 | 75.74 |
| | O | 58.27 | 60.21 | 62.15 | 64.09 | 66.03 | 67.98 | 69.92 | 71.86 | 73.80 | 75.74 |
| 15 | B | 68.54 | 70.82 | 73.10 | 75.39 | 77.67 | 79.96 | 82.24 | 82.65 | 82.65 | 82.65 |
| | O | 68.54 | 70.82 | 73.10 | 75.39 | 77.67 | 79.96 | 82.24 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-HOU
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.61 | \$ 13.03 | \$ 13.45 | \$ 13.87 | \$ 14.29 | \$ 14.53 | \$ 14.95 | \$ 15.36 | \$ 15.38 | \$ 15.77 |
| | O | 18.92 | 19.55 | 20.18 | 20.81 | 21.44 | 21.80 | 22.43 | 23.04 | 23.07 | 23.66 |
| 2 | B | 14.18 | 14.52 | 14.98 | 15.38 | 15.55 | 16.01 | 16.47 | 16.93 | 17.38 | 17.84 |
| | O | 21.27 | 21.78 | 22.47 | 23.07 | 23.33 | 24.02 | 24.71 | 25.40 | 26.07 | 26.76 |
| 3 | B | 15.47 | 15.99 | 16.50 | 17.02 | 17.53 | 18.05 | 18.56 | 19.08 | 19.59 | 20.11 |
| | O | 23.21 | 23.99 | 24.75 | 25.53 | 26.30 | 27.08 | 27.84 | 28.62 | 29.39 | 30.17 |
| 4 | B | 17.37 | 17.94 | 18.52 | 19.10 | 19.68 | 20.26 | 20.84 | 21.42 | 22.00 | 22.57 |
| | O | 26.06 | 26.91 | 27.78 | 28.65 | 29.52 | 30.39 | 31.26 | 32.13 | 33.00 | 33.86 |
| 5 | B | 19.43 | 20.08 | 20.72 | 21.37 | 22.02 | 22.67 | 23.32 | 23.96 | 24.61 | 25.26 |
| | O | 29.15 | 30.12 | 31.08 | 32.06 | 33.03 | 34.01 | 34.98 | 35.94 | 36.92 | 37.89 |
| 6 | B | 21.66 | 22.38 | 23.10 | 23.82 | 24.55 | 25.27 | 25.99 | 26.71 | 27.43 | 28.15 |
| | O | 32.49 | 33.57 | 34.65 | 35.73 | 36.83 | 37.91 | 38.99 | 40.07 | 41.15 | 42.23 |
| 7 | B | 24.07 | 24.87 | 25.67 | 26.47 | 27.28 | 28.08 | 28.88 | 29.68 | 30.49 | 31.29 |
| | O | 36.11 | 37.31 | 38.51 | 39.71 | 40.92 | 42.12 | 43.32 | 44.52 | 45.74 | 46.94 |
| 8 | B | 26.65 | 27.54 | 28.43 | 29.32 | 30.21 | 31.10 | 31.98 | 32.87 | 33.76 | 34.65 |
| | O | 39.98 | 41.31 | 42.65 | 43.98 | 45.32 | 46.65 | 47.97 | 48.63 | 48.63 | 48.63 |
| 9 | B | 29.44 | 30.42 | 31.40 | 32.38 | 33.36 | 34.34 | 35.33 | 36.31 | 37.29 | 38.27 |
| | O | 44.16 | 45.63 | 47.10 | 48.57 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 |
| 10 | B | 32.42 | 33.50 | 34.58 | 35.66 | 36.74 | 37.82 | 38.90 | 39.98 | 41.07 | 42.15 |
| | O | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 |
| 11 | B | 35.62 | 36.80 | 37.99 | 39.18 | 40.37 | 41.56 | 42.74 | 43.93 | 45.12 | 46.31 |
| | O | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 |
| 12 | B | 42.69 | 44.11 | 45.54 | 46.96 | 48.38 | 49.81 | 51.23 | 52.65 | 54.08 | 55.50 |
| | O | 48.63 | 48.63 | 48.63 | 48.63 | 48.63 | 49.81 | 51.23 | 52.65 | 54.08 | 55.50 |
| 13 | B | 50.77 | 52.46 | 54.15 | 55.84 | 57.53 | 59.23 | 60.92 | 62.61 | 64.30 | 66.00 |
| | O | 50.77 | 52.46 | 54.15 | 55.84 | 57.53 | 59.23 | 60.92 | 62.61 | 64.30 | 66.00 |
| 14 | B | 59.99 | 61.99 | 63.99 | 65.99 | 67.99 | 69.99 | 71.99 | 73.99 | 75.98 | 77.98 |
| | O | 59.99 | 61.99 | 63.99 | 65.99 | 67.99 | 69.99 | 71.99 | 73.99 | 75.98 | 77.98 |
| 15 | B | 70.56 | 72.92 | 75.27 | 77.62 | 79.97 | 82.32 | 82.65 | 82.65 | 82.65 | 82.65 |
| | O | 70.56 | 72.92 | 75.27 | 77.62 | 79.97 | 82.32 | 82.65 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-HNT
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.33 | \$ 11.71 | \$ 12.09 | \$ 12.47 | \$ 12.84 | \$ 13.06 | \$ 13.44 | \$ 13.81 | \$ 13.83 | \$ 14.18 |
| | O | 17.00 | 17.57 | 18.14 | 18.71 | 19.26 | 19.59 | 20.16 | 20.72 | 20.75 | 21.27 |
| 2 | B | 12.75 | 13.05 | 13.47 | 13.83 | 13.98 | 14.39 | 14.81 | 15.22 | 15.63 | 16.04 |
| | O | 19.13 | 19.58 | 20.21 | 20.75 | 20.97 | 21.59 | 22.22 | 22.83 | 23.45 | 24.06 |
| 3 | B | 13.91 | 14.37 | 14.83 | 15.30 | 15.76 | 16.22 | 16.69 | 17.15 | 17.61 | 18.08 |
| | O | 20.87 | 21.56 | 22.25 | 22.95 | 23.64 | 24.33 | 25.04 | 25.73 | 26.42 | 27.12 |
| 4 | B | 15.61 | 16.13 | 16.65 | 17.17 | 17.69 | 18.21 | 18.73 | 19.25 | 19.77 | 20.29 |
| | O | 23.42 | 24.20 | 24.98 | 25.76 | 26.54 | 27.32 | 28.10 | 28.88 | 29.66 | 30.44 |
| 5 | B | 17.47 | 18.05 | 18.63 | 19.21 | 19.79 | 20.38 | 20.96 | 21.54 | 22.12 | 22.71 |
| | O | 26.21 | 27.08 | 27.95 | 28.82 | 29.69 | 30.57 | 31.44 | 32.31 | 33.18 | 34.07 |
| 6 | B | 19.47 | 20.12 | 20.77 | 21.42 | 22.07 | 22.71 | 23.36 | 24.01 | 24.66 | 25.31 |
| | O | 29.21 | 30.18 | 31.16 | 32.13 | 33.11 | 34.07 | 35.04 | 36.02 | 36.99 | 37.97 |
| 7 | B | 21.63 | 22.36 | 23.08 | 23.80 | 24.52 | 25.24 | 25.96 | 26.68 | 27.41 | 28.13 |
| | O | 32.45 | 33.54 | 34.62 | 35.70 | 36.78 | 37.86 | 38.94 | 40.02 | 41.12 | 42.20 |
| 8 | B | 23.96 | 24.76 | 25.56 | 26.36 | 27.16 | 27.95 | 28.75 | 29.55 | 30.35 | 31.15 |
| | O | 35.94 | 37.14 | 38.34 | 39.54 | 40.74 | 41.93 | 43.13 | 43.71 | 43.71 | 43.71 |
| 9 | B | 26.46 | 27.35 | 28.23 | 29.11 | 29.99 | 30.87 | 31.76 | 32.64 | 33.52 | 34.40 |
| | O | 39.69 | 41.03 | 42.35 | 43.67 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 |
| 10 | B | 29.14 | 30.11 | 31.09 | 32.06 | 33.03 | 34.00 | 34.97 | 35.94 | 36.92 | 37.89 |
| | O | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 |
| 11 | B | 32.02 | 33.09 | 34.15 | 35.22 | 36.29 | 37.36 | 38.42 | 39.49 | 40.56 | 41.63 |
| | O | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 |
| 12 | B | 38.38 | 39.66 | 40.94 | 42.22 | 43.50 | 44.78 | 46.05 | 47.33 | 48.61 | 49.89 |
| | O | 43.71 | 43.71 | 43.71 | 43.71 | 43.71 | 44.78 | 46.05 | 47.33 | 48.61 | 49.89 |
| 13 | B | 45.64 | 47.16 | 48.68 | 50.20 | 51.72 | 53.24 | 54.76 | 56.28 | 57.81 | 59.33 |
| | O | 45.64 | 47.16 | 48.68 | 50.20 | 51.72 | 53.24 | 54.76 | 56.28 | 57.81 | 59.33 |
| 14 | B | 53.93 | 55.73 | 57.52 | 59.32 | 61.12 | 62.92 | 64.71 | 66.51 | 68.31 | 70.10 |
| | O | 53.93 | 55.73 | 57.52 | 59.32 | 61.12 | 62.92 | 64.71 | 66.51 | 68.31 | 70.10 |
| 15 | B | 63.43 | 65.55 | 67.66 | 69.78 | 71.89 | 74.01 | 76.12 | 78.23 | 80.35 | 82.46 |
| | O | 63.43 | 65.55 | 67.66 | 69.78 | 71.89 | 74.01 | 76.12 | 78.23 | 80.35 | 82.46 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-IND
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.06 | \$ 11.43 | \$ 11.80 | \$ 12.16 | \$ 12.53 | \$ 12.74 | \$ 13.11 | \$ 13.47 | \$ 13.49 | \$ 13.83 |
| | O | 16.59 | 17.15 | 17.70 | 18.24 | 18.80 | 19.11 | 19.67 | 20.21 | 20.24 | 20.75 |
| 2 | B | 12.43 | 12.73 | 13.14 | 13.49 | 13.64 | 14.04 | 14.44 | 14.84 | 15.25 | 15.65 |
| | O | 18.65 | 19.10 | 19.71 | 20.24 | 20.46 | 21.06 | 21.66 | 22.26 | 22.88 | 23.48 |
| 3 | B | 13.57 | 14.02 | 14.47 | 14.92 | 15.38 | 15.83 | 16.28 | 16.73 | 17.18 | 17.64 |
| | O | 20.36 | 21.03 | 21.71 | 22.38 | 23.07 | 23.75 | 24.42 | 25.10 | 25.77 | 26.46 |
| 4 | B | 15.23 | 15.74 | 16.24 | 16.75 | 17.26 | 17.77 | 18.27 | 18.78 | 19.29 | 19.80 |
| | O | 22.85 | 23.61 | 24.36 | 25.13 | 25.89 | 26.66 | 27.41 | 28.17 | 28.94 | 29.70 |
| 5 | B | 17.04 | 17.61 | 18.17 | 18.74 | 19.31 | 19.88 | 20.45 | 21.02 | 21.58 | 22.15 |
| | O | 25.56 | 26.42 | 27.26 | 28.11 | 28.97 | 29.82 | 30.68 | 31.53 | 32.37 | 33.23 |
| 6 | B | 18.99 | 19.63 | 20.26 | 20.89 | 21.53 | 22.16 | 22.79 | 23.43 | 24.06 | 24.69 |
| | O | 28.49 | 29.45 | 30.39 | 31.34 | 32.30 | 33.24 | 34.19 | 35.15 | 36.09 | 37.04 |
| 7 | B | 21.11 | 21.81 | 22.51 | 23.22 | 23.92 | 24.62 | 25.33 | 26.03 | 26.74 | 27.44 |
| | O | 31.67 | 32.72 | 33.77 | 34.83 | 35.88 | 36.93 | 38.00 | 39.05 | 40.11 | 41.16 |
| 8 | B | 23.37 | 24.15 | 24.93 | 25.71 | 26.49 | 27.27 | 28.05 | 28.83 | 29.61 | 30.39 |
| | O | 35.06 | 36.23 | 37.40 | 38.57 | 39.74 | 40.91 | 42.08 | 42.65 | 42.65 | 42.65 |
| 9 | B | 25.82 | 26.68 | 27.54 | 28.40 | 29.26 | 30.12 | 30.98 | 31.84 | 32.70 | 33.56 |
| | O | 38.73 | 40.02 | 41.31 | 42.60 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 |
| 10 | B | 28.43 | 29.38 | 30.33 | 31.27 | 32.22 | 33.17 | 34.12 | 35.07 | 36.01 | 36.96 |
| | O | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 |
| 11 | B | 31.24 | 32.28 | 33.32 | 34.36 | 35.40 | 36.44 | 37.48 | 38.53 | 39.57 | 40.61 |
| | O | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 |
| 12 | B | 37.44 | 38.69 | 39.94 | 41.18 | 42.43 | 43.68 | 44.93 | 46.18 | 47.43 | 48.67 |
| | O | 42.65 | 42.65 | 42.65 | 42.65 | 42.65 | 43.68 | 44.93 | 46.18 | 47.43 | 48.67 |
| 13 | B | 44.52 | 46.00 | 47.49 | 48.97 | 50.46 | 51.94 | 53.42 | 54.91 | 56.39 | 57.88 |
| | O | 44.52 | 46.00 | 47.49 | 48.97 | 50.46 | 51.94 | 53.42 | 54.91 | 56.39 | 57.88 |
| 14 | B | 52.61 | 54.36 | 56.12 | 57.87 | 59.62 | 61.38 | 63.13 | 64.88 | 66.64 | 68.39 |
| | O | 52.61 | 54.36 | 56.12 | 57.87 | 59.62 | 61.38 | 63.13 | 64.88 | 66.64 | 68.39 |
| 15 | B | 61.88 | 63.95 | 66.01 | 68.07 | 70.13 | 72.20 | 74.26 | 76.32 | 78.39 | 80.45 |
| | O | 61.88 | 63.95 | 66.01 | 68.07 | 70.13 | 72.20 | 74.26 | 76.32 | 78.39 | 80.45 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-KC
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.08 | \$ 11.45 | \$ 11.82 | \$ 12.18 | \$ 12.55 | \$ 12.77 | \$ 13.13 | \$ 13.50 | \$ 13.51 | \$ 13.86 |
| | O | 16.62 | 17.18 | 17.73 | 18.27 | 18.83 | 19.16 | 19.70 | 20.25 | 20.27 | 20.79 |
| 2 | B | 12.46 | 12.75 | 13.16 | 13.51 | 13.67 | 14.07 | 14.47 | 14.87 | 15.27 | 15.67 |
| | O | 18.69 | 19.13 | 19.74 | 20.27 | 20.51 | 21.11 | 21.71 | 22.31 | 22.91 | 23.51 |
| 3 | B | 13.59 | 14.04 | 14.50 | 14.95 | 15.40 | 15.86 | 16.31 | 16.76 | 17.21 | 17.67 |
| | O | 20.39 | 21.06 | 21.75 | 22.43 | 23.10 | 23.79 | 24.47 | 25.14 | 25.82 | 26.51 |
| 4 | B | 15.26 | 15.77 | 16.27 | 16.78 | 17.29 | 17.80 | 18.31 | 18.82 | 19.32 | 19.83 |
| | O | 22.89 | 23.66 | 24.41 | 25.17 | 25.94 | 26.70 | 27.47 | 28.23 | 28.98 | 29.75 |
| 5 | B | 17.07 | 17.64 | 18.21 | 18.78 | 19.35 | 19.91 | 20.48 | 21.05 | 21.62 | 22.19 |
| | O | 25.61 | 26.46 | 27.32 | 28.17 | 29.03 | 29.87 | 30.72 | 31.58 | 32.43 | 33.29 |
| 6 | B | 19.03 | 19.66 | 20.30 | 20.93 | 21.56 | 22.20 | 22.83 | 23.47 | 24.10 | 24.74 |
| | O | 28.55 | 29.49 | 30.45 | 31.40 | 32.34 | 33.30 | 34.25 | 35.21 | 36.15 | 37.11 |
| 7 | B | 21.14 | 21.85 | 22.55 | 23.26 | 23.96 | 24.67 | 25.37 | 26.08 | 26.78 | 27.49 |
| | O | 31.71 | 32.78 | 33.83 | 34.89 | 35.94 | 37.01 | 38.06 | 39.12 | 40.17 | 41.24 |
| 8 | B | 23.42 | 24.20 | 24.98 | 25.76 | 26.54 | 27.32 | 28.10 | 28.88 | 29.66 | 30.44 |
| | O | 35.13 | 36.30 | 37.47 | 38.64 | 39.81 | 40.98 | 42.15 | 42.72 | 42.72 | 42.72 |
| 9 | B | 25.86 | 26.73 | 27.59 | 28.45 | 29.31 | 30.17 | 31.04 | 31.90 | 32.76 | 33.62 |
| | O | 38.79 | 40.10 | 41.39 | 42.68 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 |
| 10 | B | 28.48 | 29.43 | 30.38 | 31.33 | 32.28 | 33.23 | 34.18 | 35.13 | 36.08 | 37.03 |
| | O | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 |
| 11 | B | 31.29 | 32.34 | 33.38 | 34.42 | 35.47 | 36.51 | 37.55 | 38.60 | 39.64 | 40.68 |
| | O | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 |
| 12 | B | 37.51 | 38.76 | 40.01 | 41.26 | 42.51 | 43.76 | 45.01 | 46.26 | 47.51 | 48.76 |
| | O | 42.72 | 42.72 | 42.72 | 42.72 | 42.72 | 43.76 | 45.01 | 46.26 | 47.51 | 48.76 |
| 13 | B | 44.60 | 46.09 | 47.57 | 49.06 | 50.55 | 52.03 | 53.52 | 55.01 | 56.49 | 57.98 |
| | O | 44.60 | 46.09 | 47.57 | 49.06 | 50.55 | 52.03 | 53.52 | 55.01 | 56.49 | 57.98 |
| 14 | B | 52.70 | 54.46 | 56.22 | 57.97 | 59.73 | 61.49 | 63.24 | 65.00 | 66.76 | 68.51 |
| | O | 52.70 | 54.46 | 56.22 | 57.97 | 59.73 | 61.49 | 63.24 | 65.00 | 66.76 | 68.51 |
| 15 | B | 61.99 | 64.06 | 66.13 | 68.19 | 70.26 | 72.33 | 74.39 | 76.46 | 78.53 | 80.59 |
| | O | 61.99 | 64.06 | 66.13 | 68.19 | 70.26 | 72.33 | 74.39 | 76.46 | 78.53 | 80.59 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-LR
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.24 | \$ 11.62 | \$ 11.99 | \$ 12.37 | \$ 12.74 | \$ 12.96 | \$ 13.33 | \$ 13.70 | \$ 13.72 | \$ 14.06 |
| | O | 16.86 | 17.43 | 17.99 | 18.56 | 19.11 | 19.44 | 20.00 | 20.55 | 20.58 | 21.09 |
| 2 | B | 12.64 | 12.94 | 13.36 | 13.72 | 13.87 | 14.28 | 14.69 | 15.09 | 15.50 | 15.91 |
| | O | 18.96 | 19.41 | 20.04 | 20.58 | 20.81 | 21.42 | 22.04 | 22.64 | 23.25 | 23.87 |
| 3 | B | 13.79 | 14.25 | 14.71 | 15.17 | 15.63 | 16.09 | 16.55 | 17.01 | 17.47 | 17.93 |
| | O | 20.69 | 21.38 | 22.07 | 22.76 | 23.45 | 24.14 | 24.83 | 25.52 | 26.21 | 26.90 |
| 4 | B | 15.48 | 16.00 | 16.52 | 17.03 | 17.55 | 18.07 | 18.58 | 19.10 | 19.61 | 20.13 |
| | O | 23.22 | 24.00 | 24.78 | 25.55 | 26.33 | 27.11 | 27.87 | 28.65 | 29.42 | 30.20 |
| 5 | B | 17.32 | 17.90 | 18.48 | 19.06 | 19.63 | 20.21 | 20.79 | 21.37 | 21.95 | 22.52 |
| | O | 25.98 | 26.85 | 27.72 | 28.59 | 29.45 | 30.32 | 31.19 | 32.06 | 32.93 | 33.78 |
| 6 | B | 19.31 | 19.96 | 20.60 | 21.24 | 21.89 | 22.53 | 23.17 | 23.82 | 24.46 | 25.10 |
| | O | 28.97 | 29.94 | 30.90 | 31.86 | 32.84 | 33.80 | 34.76 | 35.73 | 36.69 | 37.65 |
| 7 | B | 21.46 | 22.18 | 22.89 | 23.61 | 24.32 | 25.04 | 25.75 | 26.47 | 27.18 | 27.90 |
| | O | 32.19 | 33.27 | 34.34 | 35.42 | 36.48 | 37.56 | 38.63 | 39.71 | 40.77 | 41.85 |
| 8 | B | 23.77 | 24.56 | 25.35 | 26.14 | 26.94 | 27.73 | 28.52 | 29.31 | 30.10 | 30.90 |
| | O | 35.66 | 36.84 | 38.03 | 39.21 | 40.41 | 41.60 | 42.78 | 43.37 | 43.37 | 43.37 |
| 9 | B | 26.25 | 27.12 | 28.00 | 28.87 | 29.75 | 30.62 | 31.50 | 32.37 | 33.25 | 34.12 |
| | O | 39.38 | 40.68 | 42.00 | 43.31 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 |
| 10 | B | 28.91 | 29.87 | 30.83 | 31.80 | 32.76 | 33.73 | 34.69 | 35.65 | 36.62 | 37.58 |
| | O | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 |
| 11 | B | 31.76 | 32.82 | 33.88 | 34.94 | 36.00 | 37.05 | 38.11 | 39.17 | 40.23 | 41.29 |
| | O | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 |
| 12 | B | 38.07 | 39.34 | 40.61 | 41.87 | 43.14 | 44.41 | 45.68 | 46.95 | 48.22 | 49.49 |
| | O | 43.37 | 43.37 | 43.37 | 43.37 | 43.37 | 44.41 | 45.68 | 46.95 | 48.22 | 49.49 |
| 13 | B | 45.27 | 46.78 | 48.28 | 49.79 | 51.30 | 52.81 | 54.32 | 55.83 | 57.34 | 58.85 |
| | O | 45.27 | 46.78 | 48.28 | 49.79 | 51.30 | 52.81 | 54.32 | 55.83 | 57.34 | 58.85 |
| 14 | B | 53.49 | 55.27 | 57.06 | 58.84 | 60.62 | 62.41 | 64.19 | 65.97 | 67.75 | 69.54 |
| | O | 53.49 | 55.27 | 57.06 | 58.84 | 60.62 | 62.41 | 64.19 | 65.97 | 67.75 | 69.54 |
| 15 | B | 62.92 | 65.02 | 67.11 | 69.21 | 71.31 | 73.41 | 75.50 | 77.60 | 79.70 | 81.80 |
| | O | 62.92 | 65.02 | 67.11 | 69.21 | 71.31 | 73.41 | 75.50 | 77.60 | 79.70 | 81.80 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-LV
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.13 | \$ 11.50 | \$ 11.87 | \$ 12.24 | \$ 12.61 | \$ 12.83 | \$ 13.19 | \$ 13.56 | \$ 13.58 | \$ 13.92 |
| | O | 16.70 | 17.25 | 17.81 | 18.36 | 18.92 | 19.25 | 19.79 | 20.34 | 20.37 | 20.88 |
| 2 | B | 12.51 | 12.81 | 13.23 | 13.58 | 13.73 | 14.13 | 14.54 | 14.94 | 15.34 | 15.75 |
| | O | 18.77 | 19.22 | 19.85 | 20.37 | 20.60 | 21.20 | 21.81 | 22.41 | 23.01 | 23.63 |
| 3 | B | 13.65 | 14.11 | 14.56 | 15.02 | 15.47 | 15.93 | 16.38 | 16.84 | 17.30 | 17.75 |
| | O | 20.48 | 21.17 | 21.84 | 22.53 | 23.21 | 23.90 | 24.57 | 25.26 | 25.95 | 26.63 |
| 4 | B | 15.33 | 15.84 | 16.35 | 16.86 | 17.37 | 17.88 | 18.39 | 18.90 | 19.42 | 19.93 |
| | O | 23.00 | 23.76 | 24.53 | 25.29 | 26.06 | 26.82 | 27.59 | 28.35 | 29.13 | 29.90 |
| 5 | B | 17.15 | 17.72 | 18.29 | 18.86 | 19.44 | 20.01 | 20.58 | 21.15 | 21.72 | 22.30 |
| | O | 25.73 | 26.58 | 27.44 | 28.29 | 29.16 | 30.02 | 30.87 | 31.73 | 32.58 | 33.45 |
| 6 | B | 19.12 | 19.75 | 20.39 | 21.03 | 21.67 | 22.30 | 22.94 | 23.58 | 24.21 | 24.85 |
| | O | 28.68 | 29.63 | 30.59 | 31.55 | 32.51 | 33.45 | 34.41 | 35.37 | 36.32 | 37.28 |
| 7 | B | 21.24 | 21.95 | 22.66 | 23.37 | 24.08 | 24.78 | 25.49 | 26.20 | 26.91 | 27.62 |
| | O | 31.86 | 32.93 | 33.99 | 35.06 | 36.12 | 37.17 | 38.24 | 39.30 | 40.37 | 41.43 |
| 8 | B | 23.53 | 24.31 | 25.09 | 25.88 | 26.66 | 27.45 | 28.23 | 29.02 | 29.80 | 30.59 |
| | O | 35.30 | 36.47 | 37.64 | 38.82 | 39.99 | 41.18 | 42.35 | 42.93 | 42.93 | 42.93 |
| 9 | B | 25.98 | 26.85 | 27.72 | 28.58 | 29.45 | 30.32 | 31.18 | 32.05 | 32.91 | 33.78 |
| | O | 38.97 | 40.28 | 41.58 | 42.87 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 |
| 10 | B | 28.62 | 29.57 | 30.52 | 31.48 | 32.43 | 33.39 | 34.34 | 35.29 | 36.25 | 37.20 |
| | O | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 |
| 11 | B | 31.44 | 32.49 | 33.54 | 34.58 | 35.63 | 36.68 | 37.73 | 38.78 | 39.83 | 40.87 |
| | O | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 |
| 12 | B | 37.68 | 38.94 | 40.20 | 41.45 | 42.71 | 43.96 | 45.22 | 46.48 | 47.73 | 48.99 |
| | O | 42.93 | 42.93 | 42.93 | 42.93 | 42.93 | 43.96 | 45.22 | 46.48 | 47.73 | 48.99 |
| 13 | B | 44.81 | 46.30 | 47.80 | 49.29 | 50.78 | 52.28 | 53.77 | 55.27 | 56.76 | 58.25 |
| | O | 44.81 | 46.30 | 47.80 | 49.29 | 50.78 | 52.28 | 53.77 | 55.27 | 56.76 | 58.25 |
| 14 | B | 52.95 | 54.72 | 56.48 | 58.25 | 60.01 | 61.78 | 63.54 | 65.31 | 67.07 | 68.84 |
| | O | 52.95 | 54.72 | 56.48 | 58.25 | 60.01 | 61.78 | 63.54 | 65.31 | 67.07 | 68.84 |
| 15 | B | 62.29 | 64.36 | 66.44 | 68.51 | 70.59 | 72.67 | 74.74 | 76.82 | 78.89 | 80.97 |
| | O | 62.29 | 64.36 | 66.44 | 68.51 | 70.59 | 72.67 | 74.74 | 76.82 | 78.89 | 80.97 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-LA
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.52 | \$ 12.94 | \$ 13.36 | \$ 13.77 | \$ 14.19 | \$ 14.43 | \$ 14.84 | \$ 15.26 | \$ 15.28 | \$ 15.66 |
| | O | 18.78 | 19.41 | 20.04 | 20.66 | 21.29 | 21.65 | 22.26 | 22.89 | 22.92 | 23.49 |
| 2 | B | 14.08 | 14.42 | 14.88 | 15.28 | 15.45 | 15.90 | 16.36 | 16.81 | 17.27 | 17.72 |
| | O | 21.12 | 21.63 | 22.32 | 22.92 | 23.18 | 23.85 | 24.54 | 25.22 | 25.91 | 26.58 |
| 3 | B | 15.36 | 15.88 | 16.39 | 16.90 | 17.41 | 17.92 | 18.44 | 18.95 | 19.46 | 19.97 |
| | O | 23.04 | 23.82 | 24.59 | 25.35 | 26.12 | 26.88 | 27.66 | 28.43 | 29.19 | 29.96 |
| 4 | B | 17.25 | 17.82 | 18.40 | 18.97 | 19.55 | 20.12 | 20.70 | 21.27 | 21.85 | 22.42 |
| | O | 25.88 | 26.73 | 27.60 | 28.46 | 29.33 | 30.18 | 31.05 | 31.91 | 32.78 | 33.63 |
| 5 | B | 19.30 | 19.94 | 20.58 | 21.23 | 21.87 | 22.51 | 23.16 | 23.80 | 24.44 | 25.09 |
| | O | 28.95 | 29.91 | 30.87 | 31.85 | 32.81 | 33.77 | 34.74 | 35.70 | 36.66 | 37.64 |
| 6 | B | 21.51 | 22.23 | 22.94 | 23.66 | 24.38 | 25.09 | 25.81 | 26.53 | 27.25 | 27.96 |
| | O | 32.27 | 33.35 | 34.41 | 35.49 | 36.57 | 37.64 | 38.72 | 39.80 | 40.88 | 41.94 |
| 7 | B | 23.90 | 24.70 | 25.50 | 26.29 | 27.09 | 27.89 | 28.68 | 29.48 | 30.28 | 31.07 |
| | O | 35.85 | 37.05 | 38.25 | 39.44 | 40.64 | 41.84 | 43.02 | 44.22 | 45.42 | 46.61 |
| 8 | B | 26.47 | 27.35 | 28.24 | 29.12 | 30.00 | 30.88 | 31.77 | 32.65 | 33.53 | 34.41 |
| | O | 39.71 | 41.03 | 42.36 | 43.68 | 45.00 | 46.32 | 47.66 | 48.30 | 48.30 | 48.30 |
| 9 | B | 29.24 | 30.21 | 31.19 | 32.16 | 33.14 | 34.11 | 35.08 | 36.06 | 37.03 | 38.01 |
| | O | 43.86 | 45.32 | 46.79 | 48.24 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 |
| 10 | B | 32.20 | 33.27 | 34.34 | 35.42 | 36.49 | 37.56 | 38.64 | 39.71 | 40.78 | 41.86 |
| | O | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 |
| 11 | B | 35.37 | 36.55 | 37.73 | 38.91 | 40.09 | 41.27 | 42.45 | 43.63 | 44.81 | 45.99 |
| | O | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 |
| 12 | B | 42.40 | 43.81 | 45.23 | 46.64 | 48.05 | 49.47 | 50.88 | 52.29 | 53.71 | 55.12 |
| | O | 48.30 | 48.30 | 48.30 | 48.30 | 48.30 | 49.47 | 50.88 | 52.29 | 53.71 | 55.12 |
| 13 | B | 50.42 | 52.10 | 53.78 | 55.46 | 57.14 | 58.82 | 60.50 | 62.18 | 63.86 | 65.54 |
| | O | 50.42 | 52.10 | 53.78 | 55.46 | 57.14 | 58.82 | 60.50 | 62.18 | 63.86 | 65.54 |
| 14 | B | 59.58 | 61.57 | 63.55 | 65.54 | 67.52 | 69.51 | 71.49 | 73.48 | 75.47 | 77.45 |
| | O | 59.58 | 61.57 | 63.55 | 65.54 | 67.52 | 69.51 | 71.49 | 73.48 | 75.47 | 77.45 |
| 15 | B | 70.08 | 72.42 | 74.75 | 77.09 | 79.43 | 81.76 | 82.65 | 82.65 | 82.65 | 82.65 |
| | O | 70.08 | 72.42 | 74.75 | 77.09 | 79.43 | 81.76 | 82.65 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-MFL
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.68 | \$ 12.07 | \$ 12.46 | \$ 12.85 | \$ 13.24 | \$ 13.46 | \$ 13.85 | \$ 14.23 | \$ 14.25 | \$ 14.61 |
| | O | 17.52 | 18.11 | 18.69 | 19.28 | 19.86 | 20.19 | 20.78 | 21.35 | 21.38 | 21.92 |
| 2 | B | 13.13 | 13.45 | 13.88 | 14.25 | 14.41 | 14.83 | 15.26 | 15.68 | 16.10 | 16.53 |
| | O | 19.70 | 20.18 | 20.82 | 21.38 | 21.62 | 22.25 | 22.89 | 23.52 | 24.15 | 24.80 |
| 3 | B | 14.33 | 14.81 | 15.29 | 15.76 | 16.24 | 16.72 | 17.20 | 17.67 | 18.15 | 18.63 |
| | O | 21.50 | 22.22 | 22.94 | 23.64 | 24.36 | 25.08 | 25.80 | 26.51 | 27.23 | 27.95 |
| 4 | B | 16.09 | 16.62 | 17.16 | 17.70 | 18.23 | 18.77 | 19.30 | 19.84 | 20.38 | 20.91 |
| | O | 24.14 | 24.93 | 25.74 | 26.55 | 27.35 | 28.16 | 28.95 | 29.76 | 30.57 | 31.37 |
| 5 | B | 18.00 | 18.60 | 19.20 | 19.80 | 20.40 | 21.00 | 21.60 | 22.20 | 22.80 | 23.40 |
| | O | 27.00 | 27.90 | 28.80 | 29.70 | 30.60 | 31.50 | 32.40 | 33.30 | 34.20 | 35.10 |
| 6 | B | 20.06 | 20.73 | 21.40 | 22.07 | 22.74 | 23.41 | 24.08 | 24.75 | 25.41 | 26.08 |
| | O | 30.09 | 31.10 | 32.10 | 33.11 | 34.11 | 35.12 | 36.12 | 37.13 | 38.12 | 39.12 |
| 7 | B | 22.30 | 23.04 | 23.78 | 24.53 | 25.27 | 26.01 | 26.76 | 27.50 | 28.24 | 28.99 |
| | O | 33.45 | 34.56 | 35.67 | 36.80 | 37.91 | 39.02 | 40.14 | 41.25 | 42.36 | 43.49 |
| 8 | B | 24.69 | 25.52 | 26.34 | 27.16 | 27.98 | 28.81 | 29.63 | 30.45 | 31.28 | 32.10 |
| | O | 37.04 | 38.28 | 39.51 | 40.74 | 41.97 | 43.22 | 44.45 | 45.05 | 45.05 | 45.05 |
| 9 | B | 27.27 | 28.18 | 29.09 | 30.00 | 30.91 | 31.82 | 32.73 | 33.64 | 34.54 | 35.45 |
| | O | 40.91 | 42.27 | 43.64 | 45.00 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 |
| 10 | B | 30.03 | 31.03 | 32.04 | 33.04 | 34.04 | 35.04 | 36.04 | 37.04 | 38.04 | 39.05 |
| | O | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 |
| 11 | B | 33.00 | 34.10 | 35.20 | 36.30 | 37.40 | 38.50 | 39.60 | 40.70 | 41.80 | 42.90 |
| | O | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 |
| 12 | B | 39.55 | 40.87 | 42.19 | 43.51 | 44.82 | 46.14 | 47.46 | 48.78 | 50.10 | 51.42 |
| | O | 45.05 | 45.05 | 45.05 | 45.05 | 45.05 | 46.14 | 47.46 | 48.78 | 50.10 | 51.42 |
| 13 | B | 47.03 | 48.60 | 50.16 | 51.73 | 53.30 | 54.87 | 56.44 | 58.00 | 59.57 | 61.14 |
| | O | 47.03 | 48.60 | 50.16 | 51.73 | 53.30 | 54.87 | 56.44 | 58.00 | 59.57 | 61.14 |
| 14 | B | 55.57 | 57.43 | 59.28 | 61.13 | 62.98 | 64.84 | 66.69 | 68.54 | 70.39 | 72.25 |
| | O | 55.57 | 57.43 | 59.28 | 61.13 | 62.98 | 64.84 | 66.69 | 68.54 | 70.39 | 72.25 |
| 15 | B | 65.37 | 67.55 | 69.73 | 71.91 | 74.09 | 76.27 | 78.45 | 80.62 | 82.65 | 82.65 |
| | O | 65.37 | 67.55 | 69.73 | 71.91 | 74.09 | 76.27 | 78.45 | 80.62 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-MIL
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.44 | \$ 11.82 | \$ 12.20 | \$ 12.58 | \$ 12.96 | \$ 13.18 | \$ 13.56 | \$ 13.94 | \$ 13.96 | \$ 14.31 |
| | O | 17.16 | 17.73 | 18.30 | 18.87 | 19.44 | 19.77 | 20.34 | 20.91 | 20.94 | 21.47 |
| 2 | B | 12.86 | 13.17 | 13.60 | 13.96 | 14.11 | 14.53 | 14.94 | 15.36 | 15.77 | 16.19 |
| | O | 19.29 | 19.76 | 20.40 | 20.94 | 21.17 | 21.80 | 22.41 | 23.04 | 23.66 | 24.29 |
| 3 | B | 14.04 | 14.50 | 14.97 | 15.44 | 15.91 | 16.37 | 16.84 | 17.31 | 17.78 | 18.24 |
| | O | 21.06 | 21.75 | 22.46 | 23.16 | 23.87 | 24.56 | 25.26 | 25.97 | 26.67 | 27.36 |
| 4 | B | 15.76 | 16.28 | 16.81 | 17.33 | 17.86 | 18.38 | 18.91 | 19.43 | 19.96 | 20.48 |
| | O | 23.64 | 24.42 | 25.22 | 26.00 | 26.79 | 27.57 | 28.37 | 29.15 | 29.94 | 30.72 |
| 5 | B | 17.63 | 18.22 | 18.80 | 19.39 | 19.98 | 20.57 | 21.15 | 21.74 | 22.33 | 22.92 |
| | O | 26.45 | 27.33 | 28.20 | 29.09 | 29.97 | 30.86 | 31.73 | 32.61 | 33.50 | 34.38 |
| 6 | B | 19.65 | 20.30 | 20.96 | 21.61 | 22.27 | 22.92 | 23.58 | 24.23 | 24.89 | 25.54 |
| | O | 29.48 | 30.45 | 31.44 | 32.42 | 33.41 | 34.38 | 35.37 | 36.35 | 37.34 | 38.31 |
| 7 | B | 21.84 | 22.56 | 23.29 | 24.02 | 24.75 | 25.48 | 26.20 | 26.93 | 27.66 | 28.39 |
| | O | 32.76 | 33.84 | 34.94 | 36.03 | 37.13 | 38.22 | 39.30 | 40.40 | 41.49 | 42.59 |
| 8 | B | 24.18 | 24.99 | 25.79 | 26.60 | 27.41 | 28.21 | 29.02 | 29.83 | 30.63 | 31.44 |
| | O | 36.27 | 37.49 | 38.69 | 39.90 | 41.12 | 42.32 | 43.53 | 44.12 | 44.12 | 44.12 |
| 9 | B | 26.71 | 27.60 | 28.49 | 29.38 | 30.27 | 31.16 | 32.05 | 32.94 | 33.83 | 34.72 |
| | O | 40.07 | 41.40 | 42.74 | 44.07 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 |
| 10 | B | 29.41 | 30.39 | 31.37 | 32.36 | 33.34 | 34.32 | 35.30 | 36.28 | 37.26 | 38.24 |
| | O | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 |
| 11 | B | 32.32 | 33.39 | 34.47 | 35.55 | 36.63 | 37.70 | 38.78 | 39.86 | 40.94 | 42.01 |
| | O | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 |
| 12 | B | 38.73 | 40.02 | 41.32 | 42.61 | 43.90 | 45.19 | 46.48 | 47.77 | 49.06 | 50.36 |
| | O | 44.12 | 44.12 | 44.12 | 44.12 | 44.12 | 45.19 | 46.48 | 47.77 | 49.06 | 50.36 |
| 13 | B | 46.06 | 47.59 | 49.13 | 50.66 | 52.20 | 53.74 | 55.27 | 56.81 | 58.34 | 59.88 |
| | O | 46.06 | 47.59 | 49.13 | 50.66 | 52.20 | 53.74 | 55.27 | 56.81 | 58.34 | 59.88 |
| 14 | B | 54.43 | 56.24 | 58.06 | 59.87 | 61.68 | 63.50 | 65.31 | 67.13 | 68.94 | 70.75 |
| | O | 54.43 | 56.24 | 58.06 | 59.87 | 61.68 | 63.50 | 65.31 | 67.13 | 68.94 | 70.75 |
| 15 | B | 64.02 | 66.16 | 68.29 | 70.42 | 72.56 | 74.69 | 76.83 | 78.96 | 81.09 | 82.65 |
| | O | 64.02 | 66.16 | 68.29 | 70.42 | 72.56 | 74.69 | 76.83 | 78.96 | 81.09 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-MSP
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.79 | \$ 12.19 | \$ 12.58 | \$ 12.97 | \$ 13.36 | \$ 13.59 | \$ 13.98 | \$ 14.37 | \$ 14.38 | \$ 14.75 |
| | O | 17.69 | 18.29 | 18.87 | 19.46 | 20.04 | 20.39 | 20.97 | 21.56 | 21.57 | 22.13 |
| 2 | B | 13.26 | 13.57 | 14.01 | 14.38 | 14.54 | 14.97 | 15.40 | 15.83 | 16.25 | 16.68 |
| | O | 19.89 | 20.36 | 21.02 | 21.57 | 21.81 | 22.46 | 23.10 | 23.75 | 24.38 | 25.02 |
| 3 | B | 14.46 | 14.95 | 15.43 | 15.91 | 16.39 | 16.87 | 17.36 | 17.84 | 18.32 | 18.80 |
| | O | 21.69 | 22.43 | 23.15 | 23.87 | 24.59 | 25.31 | 26.04 | 26.76 | 27.48 | 28.20 |
| 4 | B | 16.24 | 16.78 | 17.32 | 17.86 | 18.40 | 18.94 | 19.48 | 20.03 | 20.57 | 21.11 |
| | O | 24.36 | 25.17 | 25.98 | 26.79 | 27.60 | 28.41 | 29.22 | 30.05 | 30.86 | 31.67 |
| 5 | B | 18.17 | 18.77 | 19.38 | 19.98 | 20.59 | 21.20 | 21.80 | 22.41 | 23.01 | 23.62 |
| | O | 27.26 | 28.16 | 29.07 | 29.97 | 30.89 | 31.80 | 32.70 | 33.62 | 34.52 | 35.43 |
| 6 | B | 20.25 | 20.93 | 21.60 | 22.28 | 22.95 | 23.63 | 24.30 | 24.98 | 25.65 | 26.33 |
| | O | 30.38 | 31.40 | 32.40 | 33.42 | 34.43 | 35.45 | 36.45 | 37.47 | 38.48 | 39.50 |
| 7 | B | 22.50 | 23.25 | 24.00 | 24.75 | 25.50 | 26.25 | 27.00 | 27.76 | 28.51 | 29.26 |
| | O | 33.75 | 34.88 | 36.00 | 37.13 | 38.25 | 39.38 | 40.50 | 41.64 | 42.77 | 43.89 |
| 8 | B | 24.92 | 25.75 | 26.58 | 27.41 | 28.25 | 29.08 | 29.91 | 30.74 | 31.57 | 32.40 |
| | O | 37.38 | 38.63 | 39.87 | 41.12 | 42.38 | 43.62 | 44.87 | 45.47 | 45.47 | 45.47 |
| 9 | B | 27.53 | 28.44 | 29.36 | 30.28 | 31.20 | 32.11 | 33.03 | 33.95 | 34.87 | 35.78 |
| | O | 41.30 | 42.66 | 44.04 | 45.42 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 |
| 10 | B | 30.31 | 31.32 | 32.33 | 33.34 | 34.36 | 35.37 | 36.38 | 37.39 | 38.40 | 39.41 |
| | O | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 |
| 11 | B | 33.30 | 34.41 | 35.52 | 36.64 | 37.75 | 38.86 | 39.97 | 41.08 | 42.19 | 43.30 |
| | O | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 |
| 12 | B | 39.92 | 41.25 | 42.58 | 43.91 | 45.24 | 46.57 | 47.90 | 49.23 | 50.56 | 51.90 |
| | O | 45.47 | 45.47 | 45.47 | 45.47 | 45.47 | 46.57 | 47.90 | 49.23 | 50.56 | 51.90 |
| 13 | B | 47.47 | 49.05 | 50.63 | 52.21 | 53.80 | 55.38 | 56.96 | 58.54 | 60.13 | 61.71 |
| | O | 47.47 | 49.05 | 50.63 | 52.21 | 53.80 | 55.38 | 56.96 | 58.54 | 60.13 | 61.71 |
| 14 | B | 56.09 | 57.96 | 59.83 | 61.70 | 63.57 | 65.44 | 67.31 | 69.18 | 71.05 | 72.92 |
| | O | 56.09 | 57.96 | 59.83 | 61.70 | 63.57 | 65.44 | 67.31 | 69.18 | 71.05 | 72.92 |
| 15 | B | 65.98 | 68.18 | 70.38 | 72.58 | 74.78 | 76.98 | 79.18 | 81.37 | 82.65 | 82.65 |
| | O | 65.98 | 68.18 | 70.38 | 72.58 | 74.78 | 76.98 | 79.18 | 81.37 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-NY
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.67 | \$ 13.10 | \$ 13.52 | \$ 13.94 | \$ 14.36 | \$ 14.60 | \$ 15.02 | \$ 15.44 | \$ 15.46 | \$ 15.85 |
| | O | 19.01 | 19.65 | 20.28 | 20.91 | 21.54 | 21.90 | 22.53 | 23.16 | 23.19 | 23.78 |
| 2 | B | 14.25 | 14.59 | 15.06 | 15.46 | 15.63 | 16.09 | 16.55 | 17.01 | 17.47 | 17.93 |
| | O | 21.38 | 21.89 | 22.59 | 23.19 | 23.45 | 24.14 | 24.83 | 25.52 | 26.21 | 26.90 |
| 3 | B | 15.55 | 16.06 | 16.58 | 17.10 | 17.62 | 18.14 | 18.65 | 19.17 | 19.69 | 20.21 |
| | O | 23.33 | 24.09 | 24.87 | 25.65 | 26.43 | 27.21 | 27.98 | 28.76 | 29.54 | 30.32 |
| 4 | B | 17.45 | 18.03 | 18.61 | 19.20 | 19.78 | 20.36 | 20.94 | 21.52 | 22.10 | 22.69 |
| | O | 26.18 | 27.05 | 27.92 | 28.80 | 29.67 | 30.54 | 31.41 | 32.28 | 33.15 | 34.04 |
| 5 | B | 19.53 | 20.18 | 20.83 | 21.48 | 22.13 | 22.78 | 23.43 | 24.08 | 24.73 | 25.38 |
| | O | 29.30 | 30.27 | 31.25 | 32.22 | 33.20 | 34.17 | 35.15 | 36.12 | 37.10 | 38.07 |
| 6 | B | 21.76 | 22.49 | 23.22 | 23.94 | 24.67 | 25.39 | 26.12 | 26.84 | 27.57 | 28.29 |
| | O | 32.64 | 33.74 | 34.83 | 35.91 | 37.01 | 38.09 | 39.18 | 40.26 | 41.36 | 42.44 |
| 7 | B | 24.19 | 24.99 | 25.80 | 26.60 | 27.41 | 28.22 | 29.02 | 29.83 | 30.64 | 31.44 |
| | O | 36.29 | 37.49 | 38.70 | 39.90 | 41.12 | 42.33 | 43.53 | 44.75 | 45.96 | 47.16 |
| 8 | B | 26.78 | 27.68 | 28.57 | 29.46 | 30.36 | 31.25 | 32.14 | 33.04 | 33.93 | 34.82 |
| | O | 40.17 | 41.52 | 42.86 | 44.19 | 45.54 | 46.88 | 48.21 | 48.87 | 48.87 | 48.87 |
| 9 | B | 29.58 | 30.57 | 31.56 | 32.54 | 33.53 | 34.51 | 35.50 | 36.49 | 37.47 | 38.46 |
| | O | 44.37 | 45.86 | 47.34 | 48.81 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 |
| 10 | B | 32.58 | 33.67 | 34.75 | 35.84 | 36.92 | 38.01 | 39.10 | 40.18 | 41.27 | 42.36 |
| | O | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 |
| 11 | B | 35.79 | 36.99 | 38.18 | 39.37 | 40.57 | 41.76 | 42.95 | 44.15 | 45.34 | 46.53 |
| | O | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 |
| 12 | B | 42.90 | 44.33 | 45.76 | 47.19 | 48.62 | 50.05 | 51.48 | 52.91 | 54.34 | 55.78 |
| | O | 48.87 | 48.87 | 48.87 | 48.87 | 48.87 | 50.05 | 51.48 | 52.91 | 54.34 | 55.78 |
| 13 | B | 51.02 | 52.72 | 54.42 | 56.12 | 57.82 | 59.52 | 61.22 | 62.92 | 64.62 | 66.32 |
| | O | 51.02 | 52.72 | 54.42 | 56.12 | 57.82 | 59.52 | 61.22 | 62.92 | 64.62 | 66.32 |
| 14 | B | 60.29 | 62.30 | 64.30 | 66.31 | 68.32 | 70.33 | 72.34 | 74.35 | 76.36 | 78.37 |
| | O | 60.29 | 62.30 | 64.30 | 66.31 | 68.32 | 70.33 | 72.34 | 74.35 | 76.36 | 78.37 |
| 15 | B | 70.91 | 73.28 | 75.64 | 78.00 | 80.37 | 82.65 | 82.65 | 82.65 | 82.65 | 82.65 |
| | O | 70.91 | 73.28 | 75.64 | 78.00 | 80.37 | 82.65 | 82.65 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-OM
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.00 | \$ 11.37 | \$ 11.74 | \$ 12.10 | \$ 12.47 | \$ 12.68 | \$ 13.04 | \$ 13.41 | \$ 13.42 | \$ 13.76 |
| | O | 16.50 | 17.06 | 17.61 | 18.15 | 18.71 | 19.02 | 19.56 | 20.12 | 20.13 | 20.64 |
| 2 | B | 12.37 | 12.67 | 13.08 | 13.42 | 13.57 | 13.97 | 14.37 | 14.77 | 15.17 | 15.57 |
| | O | 18.56 | 19.01 | 19.62 | 20.13 | 20.36 | 20.96 | 21.56 | 22.16 | 22.76 | 23.36 |
| 3 | B | 13.50 | 13.95 | 14.40 | 14.85 | 15.30 | 15.75 | 16.20 | 16.65 | 17.10 | 17.55 |
| | O | 20.25 | 20.93 | 21.60 | 22.28 | 22.95 | 23.63 | 24.30 | 24.98 | 25.65 | 26.33 |
| 4 | B | 15.15 | 15.66 | 16.16 | 16.67 | 17.17 | 17.68 | 18.18 | 18.69 | 19.19 | 19.70 |
| | O | 22.73 | 23.49 | 24.24 | 25.01 | 25.76 | 26.52 | 27.27 | 28.04 | 28.79 | 29.55 |
| 5 | B | 16.95 | 17.52 | 18.08 | 18.65 | 19.21 | 19.78 | 20.34 | 20.91 | 21.47 | 22.04 |
| | O | 25.43 | 26.28 | 27.12 | 27.98 | 28.82 | 29.67 | 30.51 | 31.37 | 32.21 | 33.06 |
| 6 | B | 18.90 | 19.53 | 20.16 | 20.79 | 21.42 | 22.05 | 22.68 | 23.31 | 23.94 | 24.57 |
| | O | 28.35 | 29.30 | 30.24 | 31.19 | 32.13 | 33.08 | 34.02 | 34.97 | 35.91 | 36.86 |
| 7 | B | 21.00 | 21.70 | 22.40 | 23.10 | 23.80 | 24.50 | 25.20 | 25.90 | 26.60 | 27.30 |
| | O | 31.50 | 32.55 | 33.60 | 34.65 | 35.70 | 36.75 | 37.80 | 38.85 | 39.90 | 40.95 |
| 8 | B | 23.26 | 24.03 | 24.81 | 25.58 | 26.36 | 27.13 | 27.91 | 28.68 | 29.46 | 30.23 |
| | O | 34.89 | 36.05 | 37.22 | 38.37 | 39.54 | 40.70 | 41.87 | 42.44 | 42.44 | 42.44 |
| 9 | B | 25.69 | 26.54 | 27.40 | 28.26 | 29.11 | 29.97 | 30.82 | 31.68 | 32.54 | 33.39 |
| | O | 38.54 | 39.81 | 41.10 | 42.39 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 |
| 10 | B | 28.29 | 29.23 | 30.17 | 31.12 | 32.06 | 33.00 | 33.95 | 34.89 | 35.83 | 36.78 |
| | O | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 |
| 11 | B | 31.08 | 32.11 | 33.15 | 34.19 | 35.22 | 36.26 | 37.30 | 38.33 | 39.37 | 40.40 |
| | O | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 |
| 12 | B | 37.25 | 38.49 | 39.73 | 40.98 | 42.22 | 43.46 | 44.70 | 45.94 | 47.19 | 48.43 |
| | O | 42.44 | 42.44 | 42.44 | 42.44 | 42.44 | 43.46 | 44.70 | 45.94 | 47.19 | 48.43 |
| 13 | B | 44.30 | 45.77 | 47.25 | 48.73 | 50.20 | 51.68 | 53.16 | 54.63 | 56.11 | 57.58 |
| | O | 44.30 | 45.77 | 47.25 | 48.73 | 50.20 | 51.68 | 53.16 | 54.63 | 56.11 | 57.58 |
| 14 | B | 52.34 | 54.09 | 55.83 | 57.58 | 59.32 | 61.07 | 62.81 | 64.56 | 66.30 | 68.05 |
| | O | 52.34 | 54.09 | 55.83 | 57.58 | 59.32 | 61.07 | 62.81 | 64.56 | 66.30 | 68.05 |
| 15 | B | 61.57 | 63.62 | 65.68 | 67.73 | 69.78 | 71.83 | 73.89 | 75.94 | 77.99 | 80.04 |
| | O | 61.57 | 63.62 | 65.68 | 67.73 | 69.78 | 71.83 | 73.89 | 75.94 | 77.99 | 80.04 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-PB
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.04 | \$ 11.41 | \$ 11.78 | \$ 12.14 | \$ 12.51 | \$ 12.72 | \$ 13.09 | \$ 13.45 | \$ 13.47 | \$ 13.81 |
| | O | 16.56 | 17.12 | 17.67 | 18.21 | 18.77 | 19.08 | 19.64 | 20.18 | 20.21 | 20.72 |
| 2 | B | 12.41 | 12.71 | 13.12 | 13.47 | 13.62 | 14.02 | 14.42 | 14.82 | 15.22 | 15.62 |
| | O | 18.62 | 19.07 | 19.68 | 20.21 | 20.43 | 21.03 | 21.63 | 22.23 | 22.83 | 23.43 |
| 3 | B | 13.54 | 14.00 | 14.45 | 14.90 | 15.35 | 15.80 | 16.25 | 16.70 | 17.16 | 17.61 |
| | O | 20.31 | 21.00 | 21.68 | 22.35 | 23.03 | 23.70 | 24.38 | 25.05 | 25.74 | 26.42 |
| 4 | B | 15.20 | 15.71 | 16.22 | 16.72 | 17.23 | 17.74 | 18.24 | 18.75 | 19.26 | 19.77 |
| | O | 22.80 | 23.57 | 24.33 | 25.08 | 25.85 | 26.61 | 27.36 | 28.13 | 28.89 | 29.66 |
| 5 | B | 17.01 | 17.58 | 18.15 | 18.71 | 19.28 | 19.85 | 20.41 | 20.98 | 21.55 | 22.12 |
| | O | 25.52 | 26.37 | 27.23 | 28.07 | 28.92 | 29.78 | 30.62 | 31.47 | 32.33 | 33.18 |
| 6 | B | 18.96 | 19.59 | 20.23 | 20.86 | 21.49 | 22.12 | 22.75 | 23.39 | 24.02 | 24.65 |
| | O | 28.44 | 29.39 | 30.35 | 31.29 | 32.24 | 33.18 | 34.13 | 35.09 | 36.03 | 36.98 |
| 7 | B | 21.07 | 21.77 | 22.48 | 23.18 | 23.88 | 24.58 | 25.29 | 25.99 | 26.69 | 27.39 |
| | O | 31.61 | 32.66 | 33.72 | 34.77 | 35.82 | 36.87 | 37.94 | 38.99 | 40.04 | 41.09 |
| 8 | B | 23.34 | 24.11 | 24.89 | 25.67 | 26.45 | 27.23 | 28.00 | 28.78 | 29.56 | 30.34 |
| | O | 35.01 | 36.17 | 37.34 | 38.51 | 39.68 | 40.85 | 42.00 | 42.57 | 42.57 | 42.57 |
| 9 | B | 25.78 | 26.63 | 27.49 | 28.35 | 29.21 | 30.07 | 30.93 | 31.79 | 32.65 | 33.51 |
| | O | 38.67 | 39.95 | 41.24 | 42.53 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 |
| 10 | B | 28.38 | 29.33 | 30.28 | 31.22 | 32.17 | 33.12 | 34.06 | 35.01 | 35.96 | 36.90 |
| | O | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 |
| 11 | B | 31.19 | 32.23 | 33.26 | 34.30 | 35.34 | 36.38 | 37.42 | 38.46 | 39.50 | 40.54 |
| | O | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 |
| 12 | B | 37.38 | 38.62 | 39.87 | 41.12 | 42.36 | 43.61 | 44.86 | 46.10 | 47.35 | 48.59 |
| | O | 42.57 | 42.57 | 42.57 | 42.57 | 42.57 | 43.61 | 44.86 | 46.10 | 47.35 | 48.59 |
| 13 | B | 44.45 | 45.93 | 47.41 | 48.89 | 50.37 | 51.86 | 53.34 | 54.82 | 56.30 | 57.78 |
| | O | 44.45 | 45.93 | 47.41 | 48.89 | 50.37 | 51.86 | 53.34 | 54.82 | 56.30 | 57.78 |
| 14 | B | 52.52 | 54.27 | 56.03 | 57.78 | 59.53 | 61.28 | 63.03 | 64.78 | 66.53 | 68.28 |
| | O | 52.52 | 54.27 | 56.03 | 57.78 | 59.53 | 61.28 | 63.03 | 64.78 | 66.53 | 68.28 |
| 15 | B | 61.78 | 63.84 | 65.90 | 67.96 | 70.02 | 72.08 | 74.14 | 76.20 | 78.26 | 80.32 |
| | O | 61.78 | 63.84 | 65.90 | 67.96 | 70.02 | 72.08 | 74.14 | 76.20 | 78.26 | 80.32 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-PHL
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.92 | \$ 12.32 | \$ 12.72 | \$ 13.11 | \$ 13.51 | \$ 13.74 | \$ 14.13 | \$ 14.53 | \$ 14.54 | \$ 14.91 |
| | O | 17.88 | 18.48 | 19.08 | 19.67 | 20.27 | 20.61 | 21.20 | 21.80 | 21.81 | 22.37 |
| 2 | B | 13.40 | 13.72 | 14.17 | 14.54 | 14.70 | 15.14 | 15.57 | 16.00 | 16.43 | 16.87 |
| | O | 20.10 | 20.58 | 21.26 | 21.81 | 22.05 | 22.71 | 23.36 | 24.00 | 24.65 | 25.31 |
| 3 | B | 14.62 | 15.11 | 15.60 | 16.09 | 16.57 | 17.06 | 17.55 | 18.04 | 18.52 | 19.01 |
| | O | 21.93 | 22.67 | 23.40 | 24.14 | 24.86 | 25.59 | 26.33 | 27.06 | 27.78 | 28.52 |
| 4 | B | 16.42 | 16.96 | 17.51 | 18.06 | 18.61 | 19.15 | 19.70 | 20.25 | 20.79 | 21.34 |
| | O | 24.63 | 25.44 | 26.27 | 27.09 | 27.92 | 28.73 | 29.55 | 30.38 | 31.19 | 32.01 |
| 5 | B | 18.37 | 18.98 | 19.59 | 20.21 | 20.82 | 21.43 | 22.04 | 22.65 | 23.27 | 23.88 |
| | O | 27.56 | 28.47 | 29.39 | 30.32 | 31.23 | 32.15 | 33.06 | 33.98 | 34.91 | 35.82 |
| 6 | B | 20.47 | 21.16 | 21.84 | 22.52 | 23.20 | 23.89 | 24.57 | 25.25 | 25.93 | 26.62 |
| | O | 30.71 | 31.74 | 32.76 | 33.78 | 34.80 | 35.84 | 36.86 | 37.88 | 38.90 | 39.93 |
| 7 | B | 22.75 | 23.51 | 24.27 | 25.03 | 25.79 | 26.55 | 27.30 | 28.06 | 28.82 | 29.58 |
| | O | 34.13 | 35.27 | 36.41 | 37.55 | 38.69 | 39.83 | 40.95 | 42.09 | 43.23 | 44.37 |
| 8 | B | 25.20 | 26.04 | 26.88 | 27.72 | 28.56 | 29.40 | 30.24 | 31.08 | 31.92 | 32.76 |
| | O | 37.80 | 39.06 | 40.32 | 41.58 | 42.84 | 44.10 | 45.36 | 45.98 | 45.98 | 45.98 |
| 9 | B | 27.83 | 28.76 | 29.69 | 30.61 | 31.54 | 32.47 | 33.40 | 34.32 | 35.25 | 36.18 |
| | O | 41.75 | 43.14 | 44.54 | 45.92 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 |
| 10 | B | 30.65 | 31.67 | 32.69 | 33.71 | 34.74 | 35.76 | 36.78 | 37.80 | 38.82 | 39.84 |
| | O | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 |
| 11 | B | 33.67 | 34.80 | 35.92 | 37.04 | 38.16 | 39.29 | 40.41 | 41.53 | 42.65 | 43.78 |
| | O | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 |
| 12 | B | 40.36 | 41.71 | 43.05 | 44.40 | 45.74 | 47.09 | 48.43 | 49.78 | 51.12 | 52.47 |
| | O | 45.98 | 45.98 | 45.98 | 45.98 | 45.98 | 47.09 | 48.43 | 49.78 | 51.12 | 52.47 |
| 13 | B | 47.99 | 49.59 | 51.19 | 52.79 | 54.39 | 55.99 | 57.59 | 59.19 | 60.79 | 62.39 |
| | O | 47.99 | 49.59 | 51.19 | 52.79 | 54.39 | 55.99 | 57.59 | 59.19 | 60.79 | 62.39 |
| 14 | B | 56.71 | 58.60 | 60.49 | 62.38 | 64.27 | 66.16 | 68.06 | 69.95 | 71.84 | 73.73 |
| | O | 56.71 | 58.60 | 60.49 | 62.38 | 64.27 | 66.16 | 68.06 | 69.95 | 71.84 | 73.73 |
| 15 | B | 66.71 | 68.93 | 71.16 | 73.38 | 75.60 | 77.83 | 80.05 | 82.28 | 82.65 | 82.65 |
| | O | 66.71 | 68.93 | 71.16 | 73.38 | 75.60 | 77.83 | 80.05 | 82.28 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-PX
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.36 | \$ 11.74 | \$ 12.12 | \$ 12.49 | \$ 12.87 | \$ 13.09 | \$ 13.47 | \$ 13.84 | \$ 13.86 | \$ 14.21 |
| | O | 17.04 | 17.61 | 18.18 | 18.74 | 19.31 | 19.64 | 20.21 | 20.76 | 20.79 | 21.32 |
| 2 | B | 12.77 | 13.08 | 13.50 | 13.86 | 14.01 | 14.43 | 14.84 | 15.25 | 15.66 | 16.07 |
| | O | 19.16 | 19.62 | 20.25 | 20.79 | 21.02 | 21.65 | 22.26 | 22.88 | 23.49 | 24.11 |
| 3 | B | 13.94 | 14.40 | 14.87 | 15.33 | 15.80 | 16.26 | 16.72 | 17.19 | 17.65 | 18.12 |
| | O | 20.91 | 21.60 | 22.31 | 23.00 | 23.70 | 24.39 | 25.08 | 25.79 | 26.48 | 27.18 |
| 4 | B | 15.65 | 16.17 | 16.69 | 17.21 | 17.73 | 18.25 | 18.77 | 19.30 | 19.82 | 20.34 |
| | O | 23.48 | 24.26 | 25.04 | 25.82 | 26.60 | 27.38 | 28.16 | 28.95 | 29.73 | 30.51 |
| 5 | B | 17.51 | 18.09 | 18.67 | 19.26 | 19.84 | 20.42 | 21.01 | 21.59 | 22.17 | 22.76 |
| | O | 26.27 | 27.14 | 28.01 | 28.89 | 29.76 | 30.63 | 31.52 | 32.39 | 33.26 | 34.14 |
| 6 | B | 19.51 | 20.16 | 20.81 | 21.46 | 22.11 | 22.77 | 23.42 | 24.07 | 24.72 | 25.37 |
| | O | 29.27 | 30.24 | 31.22 | 32.19 | 33.17 | 34.16 | 35.13 | 36.11 | 37.08 | 38.06 |
| 7 | B | 21.68 | 22.41 | 23.13 | 23.85 | 24.58 | 25.30 | 26.02 | 26.74 | 27.47 | 28.19 |
| | O | 32.52 | 33.62 | 34.70 | 35.78 | 36.87 | 37.95 | 39.03 | 40.11 | 41.21 | 42.29 |
| 8 | B | 24.01 | 24.82 | 25.62 | 26.42 | 27.22 | 28.02 | 28.82 | 29.62 | 30.42 | 31.22 |
| | O | 36.02 | 37.23 | 38.43 | 39.63 | 40.83 | 42.03 | 43.23 | 43.82 | 43.82 | 43.82 |
| 9 | B | 26.52 | 27.41 | 28.29 | 29.18 | 30.06 | 30.94 | 31.83 | 32.71 | 33.60 | 34.48 |
| | O | 39.78 | 41.12 | 42.44 | 43.77 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 |
| 10 | B | 29.21 | 30.18 | 31.16 | 32.13 | 33.10 | 34.08 | 35.05 | 36.03 | 37.00 | 37.97 |
| | O | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 |
| 11 | B | 32.09 | 33.16 | 34.23 | 35.30 | 36.37 | 37.44 | 38.51 | 39.58 | 40.65 | 41.72 |
| | O | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 |
| 12 | B | 38.46 | 39.75 | 41.03 | 42.31 | 43.59 | 44.88 | 46.16 | 47.44 | 48.72 | 50.01 |
| | O | 43.82 | 43.82 | 43.82 | 43.82 | 43.82 | 44.88 | 46.16 | 47.44 | 48.72 | 50.01 |
| 13 | B | 45.74 | 47.26 | 48.79 | 50.31 | 51.84 | 53.36 | 54.89 | 56.41 | 57.94 | 59.46 |
| | O | 45.74 | 47.26 | 48.79 | 50.31 | 51.84 | 53.36 | 54.89 | 56.41 | 57.94 | 59.46 |
| 14 | B | 54.05 | 55.85 | 57.65 | 59.45 | 61.26 | 63.06 | 64.86 | 66.66 | 68.46 | 70.26 |
| | O | 54.05 | 55.85 | 57.65 | 59.45 | 61.26 | 63.06 | 64.86 | 66.66 | 68.46 | 70.26 |
| 15 | B | 63.58 | 65.70 | 67.82 | 69.93 | 72.05 | 74.17 | 76.29 | 78.41 | 80.53 | 82.65 |
| | O | 63.58 | 65.70 | 67.82 | 69.93 | 72.05 | 74.17 | 76.29 | 78.41 | 80.53 | 82.65 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-PIT
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.29 | \$ 11.67 | \$ 12.05 | \$ 12.42 | \$ 12.80 | \$ 13.01 | \$ 13.39 | \$ 13.76 | \$ 13.78 | \$ 14.13 |
| | O | 16.94 | 17.51 | 18.08 | 18.63 | 19.20 | 19.52 | 20.09 | 20.64 | 20.67 | 21.20 |
| 2 | B | 12.70 | 13.00 | 13.42 | 13.78 | 13.93 | 14.34 | 14.75 | 15.16 | 15.57 | 15.98 |
| | O | 19.05 | 19.50 | 20.13 | 20.67 | 20.90 | 21.51 | 22.13 | 22.74 | 23.36 | 23.97 |
| 3 | B | 13.85 | 14.32 | 14.78 | 15.24 | 15.70 | 16.16 | 16.62 | 17.09 | 17.55 | 18.01 |
| | O | 20.78 | 21.48 | 22.17 | 22.86 | 23.55 | 24.24 | 24.93 | 25.64 | 26.33 | 27.02 |
| 4 | B | 15.55 | 16.07 | 16.59 | 17.11 | 17.63 | 18.14 | 18.66 | 19.18 | 19.70 | 20.22 |
| | O | 23.33 | 24.11 | 24.89 | 25.67 | 26.45 | 27.21 | 27.99 | 28.77 | 29.55 | 30.33 |
| 5 | B | 17.40 | 17.98 | 18.56 | 19.14 | 19.72 | 20.30 | 20.88 | 21.46 | 22.04 | 22.62 |
| | O | 26.10 | 26.97 | 27.84 | 28.71 | 29.58 | 30.45 | 31.32 | 32.19 | 33.06 | 33.93 |
| 6 | B | 19.40 | 20.04 | 20.69 | 21.34 | 21.98 | 22.63 | 23.28 | 23.92 | 24.57 | 25.21 |
| | O | 29.10 | 30.06 | 31.04 | 32.01 | 32.97 | 33.95 | 34.92 | 35.88 | 36.86 | 37.82 |
| 7 | B | 21.55 | 22.27 | 22.99 | 23.71 | 24.43 | 25.15 | 25.87 | 26.58 | 27.30 | 28.02 |
| | O | 32.33 | 33.41 | 34.49 | 35.57 | 36.65 | 37.73 | 38.81 | 39.87 | 40.95 | 42.03 |
| 8 | B | 23.87 | 24.67 | 25.46 | 26.26 | 27.05 | 27.85 | 28.64 | 29.44 | 30.24 | 31.03 |
| | O | 35.81 | 37.01 | 38.19 | 39.39 | 40.58 | 41.78 | 42.96 | 43.55 | 43.55 | 43.55 |
| 9 | B | 26.36 | 27.24 | 28.12 | 29.00 | 29.88 | 30.76 | 31.64 | 32.52 | 33.39 | 34.27 |
| | O | 39.54 | 40.86 | 42.18 | 43.50 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 |
| 10 | B | 29.03 | 30.00 | 30.97 | 31.94 | 32.91 | 33.87 | 34.84 | 35.81 | 36.78 | 37.75 |
| | O | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 |
| 11 | B | 31.90 | 32.96 | 34.03 | 35.09 | 36.15 | 37.22 | 38.28 | 39.34 | 40.41 | 41.47 |
| | O | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 |
| 12 | B | 38.23 | 39.51 | 40.78 | 42.06 | 43.33 | 44.61 | 45.88 | 47.16 | 48.43 | 49.71 |
| | O | 43.55 | 43.55 | 43.55 | 43.55 | 43.55 | 44.61 | 45.88 | 47.16 | 48.43 | 49.71 |
| 13 | B | 45.46 | 46.98 | 48.50 | 50.01 | 51.53 | 53.04 | 54.56 | 56.07 | 57.59 | 59.10 |
| | O | 45.46 | 46.98 | 48.50 | 50.01 | 51.53 | 53.04 | 54.56 | 56.07 | 57.59 | 59.10 |
| 14 | B | 53.73 | 55.52 | 57.31 | 59.10 | 60.89 | 62.68 | 64.47 | 66.26 | 68.05 | 69.84 |
| | O | 53.73 | 55.52 | 57.31 | 59.10 | 60.89 | 62.68 | 64.47 | 66.26 | 68.05 | 69.84 |
| 15 | B | 63.20 | 65.30 | 67.41 | 69.52 | 71.62 | 73.73 | 75.83 | 77.94 | 80.05 | 82.15 |
| | O | 63.20 | 65.30 | 67.41 | 69.52 | 71.62 | 73.73 | 75.83 | 77.94 | 80.05 | 82.15 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-POR
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.70 | \$ 12.10 | \$ 12.48 | \$ 12.87 | \$ 13.26 | \$ 13.49 | \$ 13.87 | \$ 14.26 | \$ 14.28 | \$ 14.64 |
| | O | 17.55 | 18.15 | 18.72 | 19.31 | 19.89 | 20.24 | 20.81 | 21.39 | 21.42 | 21.96 |
| 2 | B | 13.16 | 13.47 | 13.91 | 14.28 | 14.44 | 14.86 | 15.29 | 15.71 | 16.13 | 16.56 |
| | O | 19.74 | 20.21 | 20.87 | 21.42 | 21.66 | 22.29 | 22.94 | 23.57 | 24.20 | 24.84 |
| 3 | B | 14.36 | 14.84 | 15.31 | 15.79 | 16.27 | 16.75 | 17.23 | 17.71 | 18.19 | 18.66 |
| | O | 21.54 | 22.26 | 22.97 | 23.69 | 24.41 | 25.13 | 25.85 | 26.57 | 27.29 | 27.99 |
| 4 | B | 16.12 | 16.66 | 17.19 | 17.73 | 18.27 | 18.80 | 19.34 | 19.88 | 20.41 | 20.95 |
| | O | 24.18 | 24.99 | 25.79 | 26.60 | 27.41 | 28.20 | 29.01 | 29.82 | 30.62 | 31.43 |
| 5 | B | 18.03 | 18.63 | 19.24 | 19.84 | 20.44 | 21.04 | 21.64 | 22.24 | 22.84 | 23.44 |
| | O | 27.05 | 27.95 | 28.86 | 29.76 | 30.66 | 31.56 | 32.46 | 33.36 | 34.26 | 35.16 |
| 6 | B | 20.10 | 20.77 | 21.44 | 22.11 | 22.78 | 23.45 | 24.12 | 24.79 | 25.46 | 26.13 |
| | O | 30.15 | 31.16 | 32.16 | 33.17 | 34.17 | 35.18 | 36.18 | 37.19 | 38.19 | 39.20 |
| 7 | B | 22.34 | 23.08 | 23.83 | 24.57 | 25.32 | 26.06 | 26.81 | 27.55 | 28.29 | 29.04 |
| | O | 33.51 | 34.62 | 35.75 | 36.86 | 37.98 | 39.09 | 40.22 | 41.33 | 42.44 | 43.56 |
| 8 | B | 24.74 | 25.56 | 26.39 | 27.21 | 28.04 | 28.86 | 29.69 | 30.51 | 31.34 | 32.16 |
| | O | 37.11 | 38.34 | 39.59 | 40.82 | 42.06 | 43.29 | 44.54 | 45.14 | 45.14 | 45.14 |
| 9 | B | 27.32 | 28.23 | 29.14 | 30.06 | 30.97 | 31.88 | 32.79 | 33.70 | 34.61 | 35.52 |
| | O | 40.98 | 42.35 | 43.71 | 45.09 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 |
| 10 | B | 30.09 | 31.09 | 32.10 | 33.10 | 34.10 | 35.10 | 36.11 | 37.11 | 38.11 | 39.12 |
| | O | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 |
| 11 | B | 33.06 | 34.16 | 35.26 | 36.36 | 37.47 | 38.57 | 39.67 | 40.77 | 41.88 | 42.98 |
| | O | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 |
| 12 | B | 39.62 | 40.94 | 42.27 | 43.59 | 44.91 | 46.23 | 47.55 | 48.87 | 50.19 | 51.51 |
| | O | 45.14 | 45.14 | 45.14 | 45.14 | 45.14 | 46.23 | 47.55 | 48.87 | 50.19 | 51.51 |
| 13 | B | 47.12 | 48.69 | 50.26 | 51.83 | 53.40 | 54.97 | 56.54 | 58.11 | 59.68 | 61.25 |
| | O | 47.12 | 48.69 | 50.26 | 51.83 | 53.40 | 54.97 | 56.54 | 58.11 | 59.68 | 61.25 |
| 14 | B | 55.68 | 57.53 | 59.39 | 61.25 | 63.10 | 64.96 | 66.81 | 68.67 | 70.52 | 72.38 |
| | O | 55.68 | 57.53 | 59.39 | 61.25 | 63.10 | 64.96 | 66.81 | 68.67 | 70.52 | 72.38 |
| 15 | B | 65.49 | 67.68 | 69.86 | 72.04 | 74.23 | 76.41 | 78.59 | 80.77 | 82.65 | 82.65 |
| | O | 65.49 | 67.68 | 69.86 | 72.04 | 74.23 | 76.41 | 78.59 | 80.77 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-RA
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.40 | \$ 11.78 | \$ 12.16 | \$ 12.53 | \$ 12.91 | \$ 13.13 | \$ 13.51 | \$ 13.89 | \$ 13.90 | \$ 14.25 |
| | O | 17.10 | 17.67 | 18.24 | 18.80 | 19.37 | 19.70 | 20.27 | 20.84 | 20.85 | 21.38 |
| 2 | B | 12.81 | 13.12 | 13.54 | 13.90 | 14.06 | 14.47 | 14.88 | 15.30 | 15.71 | 16.12 |
| | O | 19.22 | 19.68 | 20.31 | 20.85 | 21.09 | 21.71 | 22.32 | 22.95 | 23.57 | 24.18 |
| 3 | B | 13.98 | 14.45 | 14.91 | 15.38 | 15.84 | 16.31 | 16.78 | 17.24 | 17.71 | 18.17 |
| | O | 20.97 | 21.68 | 22.37 | 23.07 | 23.76 | 24.47 | 25.17 | 25.86 | 26.57 | 27.26 |
| 4 | B | 15.69 | 16.22 | 16.74 | 17.26 | 17.79 | 18.31 | 18.83 | 19.36 | 19.88 | 20.40 |
| | O | 23.54 | 24.33 | 25.11 | 25.89 | 26.69 | 27.47 | 28.25 | 29.04 | 29.82 | 30.60 |
| 5 | B | 17.56 | 18.14 | 18.73 | 19.32 | 19.90 | 20.49 | 21.07 | 21.66 | 22.24 | 22.83 |
| | O | 26.34 | 27.21 | 28.10 | 28.98 | 29.85 | 30.74 | 31.61 | 32.49 | 33.36 | 34.25 |
| 6 | B | 19.57 | 20.23 | 20.88 | 21.53 | 22.18 | 22.84 | 23.49 | 24.14 | 24.79 | 25.45 |
| | O | 29.36 | 30.35 | 31.32 | 32.30 | 33.27 | 34.26 | 35.24 | 36.21 | 37.19 | 38.18 |
| 7 | B | 21.75 | 22.48 | 23.20 | 23.93 | 24.65 | 25.38 | 26.10 | 26.83 | 27.55 | 28.28 |
| | O | 32.63 | 33.72 | 34.80 | 35.90 | 36.98 | 38.07 | 39.15 | 40.25 | 41.33 | 42.42 |
| 8 | B | 24.09 | 24.89 | 25.69 | 26.50 | 27.30 | 28.10 | 28.91 | 29.71 | 30.51 | 31.32 |
| | O | 36.14 | 37.34 | 38.54 | 39.75 | 40.95 | 42.15 | 43.37 | 43.95 | 43.95 | 43.95 |
| 9 | B | 26.61 | 27.49 | 28.38 | 29.27 | 30.15 | 31.04 | 31.93 | 32.81 | 33.70 | 34.59 |
| | O | 39.92 | 41.24 | 42.57 | 43.91 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 |
| 10 | B | 29.30 | 30.28 | 31.25 | 32.23 | 33.21 | 34.18 | 35.16 | 36.14 | 37.11 | 38.09 |
| | O | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 |
| 11 | B | 32.19 | 33.26 | 34.34 | 35.41 | 36.48 | 37.56 | 38.63 | 39.70 | 40.78 | 41.85 |
| | O | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 |
| 12 | B | 38.58 | 39.87 | 41.16 | 42.44 | 43.73 | 45.01 | 46.30 | 47.59 | 48.87 | 50.16 |
| | O | 43.95 | 43.95 | 43.95 | 43.95 | 43.95 | 45.01 | 46.30 | 47.59 | 48.87 | 50.16 |
| 13 | B | 45.88 | 47.41 | 48.94 | 50.47 | 52.00 | 53.53 | 55.06 | 56.59 | 58.11 | 59.64 |
| | O | 45.88 | 47.41 | 48.94 | 50.47 | 52.00 | 53.53 | 55.06 | 56.59 | 58.11 | 59.64 |
| 14 | B | 54.22 | 56.02 | 57.83 | 59.64 | 61.44 | 63.25 | 65.06 | 66.87 | 68.67 | 70.48 |
| | O | 54.22 | 56.02 | 57.83 | 59.64 | 61.44 | 63.25 | 65.06 | 66.87 | 68.67 | 70.48 |
| 15 | B | 63.77 | 65.90 | 68.02 | 70.15 | 72.28 | 74.40 | 76.53 | 78.65 | 80.78 | 82.65 |
| | O | 63.77 | 65.90 | 68.02 | 70.15 | 72.28 | 74.40 | 76.53 | 78.65 | 80.78 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-RCH
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.34 | \$ 11.72 | \$ 12.10 | \$ 12.48 | \$ 12.85 | \$ 13.07 | \$ 13.45 | \$ 13.82 | \$ 13.84 | \$ 14.19 |
| | O | 17.01 | 17.58 | 18.15 | 18.72 | 19.28 | 19.61 | 20.18 | 20.73 | 20.76 | 21.29 |
| 2 | B | 12.76 | 13.06 | 13.48 | 13.84 | 13.99 | 14.41 | 14.82 | 15.23 | 15.64 | 16.05 |
| | O | 19.14 | 19.59 | 20.22 | 20.76 | 20.99 | 21.62 | 22.23 | 22.85 | 23.46 | 24.08 |
| 3 | B | 13.92 | 14.38 | 14.85 | 15.31 | 15.77 | 16.24 | 16.70 | 17.16 | 17.63 | 18.09 |
| | O | 20.88 | 21.57 | 22.28 | 22.97 | 23.66 | 24.36 | 25.05 | 25.74 | 26.45 | 27.14 |
| 4 | B | 15.62 | 16.14 | 16.67 | 17.19 | 17.71 | 18.23 | 18.75 | 19.27 | 19.79 | 20.31 |
| | O | 23.43 | 24.21 | 25.01 | 25.79 | 26.57 | 27.35 | 28.13 | 28.91 | 29.69 | 30.47 |
| 5 | B | 17.48 | 18.06 | 18.65 | 19.23 | 19.81 | 20.39 | 20.98 | 21.56 | 22.14 | 22.73 |
| | O | 26.22 | 27.09 | 27.98 | 28.85 | 29.72 | 30.59 | 31.47 | 32.34 | 33.21 | 34.10 |
| 6 | B | 19.49 | 20.14 | 20.78 | 21.43 | 22.08 | 22.73 | 23.38 | 24.03 | 24.68 | 25.33 |
| | O | 29.24 | 30.21 | 31.17 | 32.15 | 33.12 | 34.10 | 35.07 | 36.05 | 37.02 | 38.00 |
| 7 | B | 21.65 | 22.38 | 23.10 | 23.82 | 24.54 | 25.26 | 25.98 | 26.71 | 27.43 | 28.15 |
| | O | 32.48 | 33.57 | 34.65 | 35.73 | 36.81 | 37.89 | 38.97 | 40.07 | 41.15 | 42.23 |
| 8 | B | 23.98 | 24.78 | 25.58 | 26.38 | 27.18 | 27.98 | 28.78 | 29.58 | 30.38 | 31.18 |
| | O | 35.97 | 37.17 | 38.37 | 39.57 | 40.77 | 41.97 | 43.17 | 43.76 | 43.76 | 43.76 |
| 9 | B | 26.49 | 27.37 | 28.25 | 29.13 | 30.02 | 30.90 | 31.78 | 32.67 | 33.55 | 34.43 |
| | O | 39.74 | 41.06 | 42.38 | 43.70 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 |
| 10 | B | 29.17 | 30.14 | 31.11 | 32.08 | 33.06 | 34.03 | 35.00 | 35.97 | 36.95 | 37.92 |
| | O | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 |
| 11 | B | 32.05 | 33.11 | 34.18 | 35.25 | 36.32 | 37.39 | 38.46 | 39.52 | 40.59 | 41.66 |
| | O | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 |
| 12 | B | 38.41 | 39.69 | 40.97 | 42.25 | 43.53 | 44.81 | 46.09 | 47.37 | 48.65 | 49.93 |
| | O | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 44.81 | 46.09 | 47.37 | 48.65 | 49.93 |
| 13 | B | 45.67 | 47.20 | 48.72 | 50.24 | 51.76 | 53.29 | 54.81 | 56.33 | 57.85 | 59.38 |
| | O | 45.67 | 47.20 | 48.72 | 50.24 | 51.76 | 53.29 | 54.81 | 56.33 | 57.85 | 59.38 |
| 14 | B | 53.97 | 55.77 | 57.57 | 59.37 | 61.17 | 62.97 | 64.77 | 66.57 | 68.36 | 70.16 |
| | O | 53.97 | 55.77 | 57.57 | 59.37 | 61.17 | 62.97 | 64.77 | 66.57 | 68.36 | 70.16 |
| 15 | B | 63.49 | 65.60 | 67.72 | 69.84 | 71.95 | 74.07 | 76.18 | 78.30 | 80.42 | 82.53 |
| | O | 63.49 | 65.60 | 67.72 | 69.84 | 71.95 | 74.07 | 76.18 | 78.30 | 80.42 | 82.53 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-SAC
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.37%
FOR THE LOCALITY PAY AREA OF SACRAMENTO-ROSEVILLE, CA-NV
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.95 | \$ 12.35 | \$ 12.75 | \$ 13.15 | \$ 13.54 | \$ 13.77 | \$ 14.17 | \$ 14.56 | \$ 14.58 | \$ 14.95 |
| | O | 17.93 | 18.53 | 19.13 | 19.73 | 20.31 | 20.66 | 21.26 | 21.84 | 21.87 | 22.43 |
| 2 | B | 13.44 | 13.76 | 14.20 | 14.58 | 14.74 | 15.18 | 15.61 | 16.04 | 16.48 | 16.91 |
| | O | 20.16 | 20.64 | 21.30 | 21.87 | 22.11 | 22.77 | 23.42 | 24.06 | 24.72 | 25.37 |
| 3 | B | 14.66 | 15.15 | 15.64 | 16.13 | 16.62 | 17.11 | 17.60 | 18.08 | 18.57 | 19.06 |
| | O | 21.99 | 22.73 | 23.46 | 24.20 | 24.93 | 25.67 | 26.40 | 27.12 | 27.86 | 28.59 |
| 4 | B | 16.46 | 17.01 | 17.56 | 18.11 | 18.65 | 19.20 | 19.75 | 20.30 | 20.85 | 21.40 |
| | O | 24.69 | 25.52 | 26.34 | 27.17 | 27.98 | 28.80 | 29.63 | 30.45 | 31.28 | 32.10 |
| 5 | B | 18.42 | 19.03 | 19.64 | 20.26 | 20.87 | 21.49 | 22.10 | 22.71 | 23.33 | 23.94 |
| | O | 27.63 | 28.55 | 29.46 | 30.39 | 31.31 | 32.24 | 33.15 | 34.07 | 35.00 | 35.91 |
| 6 | B | 20.53 | 21.21 | 21.90 | 22.58 | 23.27 | 23.95 | 24.63 | 25.32 | 26.00 | 26.69 |
| | O | 30.80 | 31.82 | 32.85 | 33.87 | 34.91 | 35.93 | 36.95 | 37.98 | 39.00 | 40.04 |
| 7 | B | 22.81 | 23.57 | 24.33 | 25.09 | 25.85 | 26.61 | 27.38 | 28.14 | 28.90 | 29.66 |
| | O | 34.22 | 35.36 | 36.50 | 37.64 | 38.78 | 39.92 | 41.07 | 42.21 | 43.35 | 44.49 |
| 8 | B | 25.26 | 26.11 | 26.95 | 27.79 | 28.63 | 29.47 | 30.32 | 31.16 | 32.00 | 32.84 |
| | O | 37.89 | 39.17 | 40.43 | 41.69 | 42.95 | 44.21 | 45.48 | 46.10 | 46.10 | 46.10 |
| 9 | B | 27.90 | 28.83 | 29.76 | 30.69 | 31.62 | 32.55 | 33.48 | 34.41 | 35.34 | 36.27 |
| | O | 41.85 | 43.25 | 44.64 | 46.04 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 |
| 10 | B | 30.73 | 31.75 | 32.78 | 33.80 | 34.83 | 35.85 | 36.88 | 37.90 | 38.92 | 39.95 |
| | O | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 |
| 11 | B | 33.76 | 34.89 | 36.01 | 37.14 | 38.26 | 39.39 | 40.51 | 41.64 | 42.77 | 43.89 |
| | O | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 |
| 12 | B | 40.47 | 41.81 | 43.16 | 44.51 | 45.86 | 47.21 | 48.56 | 49.91 | 51.26 | 52.61 |
| | O | 46.10 | 46.10 | 46.10 | 46.10 | 46.10 | 47.21 | 48.56 | 49.91 | 51.26 | 52.61 |
| 13 | B | 48.12 | 49.72 | 51.33 | 52.93 | 54.53 | 56.14 | 57.74 | 59.35 | 60.95 | 62.55 |
| | O | 48.12 | 49.72 | 51.33 | 52.93 | 54.53 | 56.14 | 57.74 | 59.35 | 60.95 | 62.55 |
| 14 | B | 56.86 | 58.76 | 60.65 | 62.55 | 64.44 | 66.34 | 68.23 | 70.13 | 72.02 | 73.92 |
| | O | 56.86 | 58.76 | 60.65 | 62.55 | 64.44 | 66.34 | 68.23 | 70.13 | 72.02 | 73.92 |
| 15 | B | 66.88 | 69.11 | 71.34 | 73.57 | 75.80 | 78.03 | 80.26 | 82.49 | 82.65 | 82.65 |
| | O | 66.88 | 69.11 | 71.34 | 73.57 | 75.80 | 78.03 | 80.26 | 82.49 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-SO
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.04 | \$ 11.41 | \$ 11.78 | \$ 12.15 | \$ 12.51 | \$ 12.73 | \$ 13.09 | \$ 13.46 | \$ 13.47 | \$ 13.81 |
| | O | 16.56 | 17.12 | 17.67 | 18.23 | 18.77 | 19.10 | 19.64 | 20.19 | 20.21 | 20.72 |
| 2 | B | 12.42 | 12.71 | 13.12 | 13.47 | 13.62 | 14.02 | 14.42 | 14.83 | 15.23 | 15.63 |
| | O | 18.63 | 19.07 | 19.68 | 20.21 | 20.43 | 21.03 | 21.63 | 22.25 | 22.85 | 23.45 |
| 3 | B | 13.55 | 14.00 | 14.45 | 14.90 | 15.36 | 15.81 | 16.26 | 16.71 | 17.16 | 17.61 |
| | O | 20.33 | 21.00 | 21.68 | 22.35 | 23.04 | 23.72 | 24.39 | 25.07 | 25.74 | 26.42 |
| 4 | B | 15.21 | 15.72 | 16.22 | 16.73 | 17.24 | 17.74 | 18.25 | 18.76 | 19.26 | 19.77 |
| | O | 22.82 | 23.58 | 24.33 | 25.10 | 25.86 | 26.61 | 27.38 | 28.14 | 28.89 | 29.66 |
| 5 | B | 17.02 | 17.58 | 18.15 | 18.72 | 19.29 | 19.85 | 20.42 | 20.99 | 21.56 | 22.12 |
| | O | 25.53 | 26.37 | 27.23 | 28.08 | 28.94 | 29.78 | 30.63 | 31.49 | 32.34 | 33.18 |
| 6 | B | 18.97 | 19.60 | 20.23 | 20.87 | 21.50 | 22.13 | 22.76 | 23.39 | 24.03 | 24.66 |
| | O | 28.46 | 29.40 | 30.35 | 31.31 | 32.25 | 33.20 | 34.14 | 35.09 | 36.05 | 36.99 |
| 7 | B | 21.08 | 21.78 | 22.48 | 23.19 | 23.89 | 24.59 | 25.30 | 26.00 | 26.70 | 27.40 |
| | O | 31.62 | 32.67 | 33.72 | 34.79 | 35.84 | 36.89 | 37.95 | 39.00 | 40.05 | 41.10 |
| 8 | B | 23.34 | 24.12 | 24.90 | 25.68 | 26.46 | 27.24 | 28.01 | 28.79 | 29.57 | 30.35 |
| | O | 35.01 | 36.18 | 37.35 | 38.52 | 39.69 | 40.86 | 42.02 | 42.59 | 42.59 | 42.59 |
| 9 | B | 25.78 | 26.64 | 27.50 | 28.36 | 29.22 | 30.08 | 30.94 | 31.80 | 32.66 | 33.52 |
| | O | 38.67 | 39.96 | 41.25 | 42.54 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 |
| 10 | B | 28.39 | 29.34 | 30.29 | 31.23 | 32.18 | 33.13 | 34.07 | 35.02 | 35.97 | 36.91 |
| | O | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 |
| 11 | B | 31.20 | 32.24 | 33.28 | 34.32 | 35.36 | 36.40 | 37.44 | 38.48 | 39.52 | 40.56 |
| | O | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 |
| 12 | B | 37.39 | 38.64 | 39.88 | 41.13 | 42.38 | 43.62 | 44.87 | 46.12 | 47.36 | 48.61 |
| | O | 42.59 | 42.59 | 42.59 | 42.59 | 42.59 | 43.62 | 44.87 | 46.12 | 47.36 | 48.61 |
| 13 | B | 44.46 | 45.95 | 47.43 | 48.91 | 50.39 | 51.87 | 53.36 | 54.84 | 56.32 | 57.80 |
| | O | 44.46 | 45.95 | 47.43 | 48.91 | 50.39 | 51.87 | 53.36 | 54.84 | 56.32 | 57.80 |
| 14 | B | 52.54 | 54.29 | 56.04 | 57.80 | 59.55 | 61.30 | 63.05 | 64.80 | 66.55 | 68.30 |
| | O | 52.54 | 54.29 | 56.04 | 57.80 | 59.55 | 61.30 | 63.05 | 64.80 | 66.55 | 68.30 |
| 15 | B | 61.80 | 63.86 | 65.92 | 67.98 | 70.04 | 72.10 | 74.16 | 76.22 | 78.28 | 80.34 |
| | O | 61.80 | 63.86 | 65.92 | 67.98 | 70.04 | 72.10 | 74.16 | 76.22 | 78.28 | 80.34 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-SD
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.77%
FOR THE LOCALITY PAY AREA OF SAN DIEGO-CARLSBAD, CA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.27 | \$ 12.68 | \$ 13.09 | \$ 13.50 | \$ 13.91 | \$ 14.15 | \$ 14.55 | \$ 14.96 | \$ 14.97 | \$ 15.35 |
| | O | 18.41 | 19.02 | 19.64 | 20.25 | 20.87 | 21.23 | 21.83 | 22.44 | 22.46 | 23.03 |
| 2 | B | 13.80 | 14.13 | 14.59 | 14.97 | 15.14 | 15.59 | 16.03 | 16.48 | 16.92 | 17.37 |
| | O | 20.70 | 21.20 | 21.89 | 22.46 | 22.71 | 23.39 | 24.05 | 24.72 | 25.38 | 26.06 |
| 3 | B | 15.06 | 15.56 | 16.06 | 16.56 | 17.06 | 17.57 | 18.07 | 18.57 | 19.07 | 19.57 |
| | O | 22.59 | 23.34 | 24.09 | 24.84 | 25.59 | 26.36 | 27.11 | 27.86 | 28.61 | 29.36 |
| 4 | B | 16.90 | 17.47 | 18.03 | 18.59 | 19.16 | 19.72 | 20.28 | 20.85 | 21.41 | 21.97 |
| | O | 25.35 | 26.21 | 27.05 | 27.89 | 28.74 | 29.58 | 30.42 | 31.28 | 32.12 | 32.96 |
| 5 | B | 18.91 | 19.54 | 20.17 | 20.80 | 21.43 | 22.06 | 22.69 | 23.32 | 23.96 | 24.59 |
| | O | 28.37 | 29.31 | 30.26 | 31.20 | 32.15 | 33.09 | 34.04 | 34.98 | 35.94 | 36.89 |
| 6 | B | 21.08 | 21.78 | 22.49 | 23.19 | 23.89 | 24.59 | 25.30 | 26.00 | 26.70 | 27.40 |
| | O | 31.62 | 32.67 | 33.74 | 34.79 | 35.84 | 36.89 | 37.95 | 39.00 | 40.05 | 41.10 |
| 7 | B | 23.43 | 24.21 | 24.99 | 25.77 | 26.55 | 27.33 | 28.11 | 28.89 | 29.67 | 30.45 |
| | O | 35.15 | 36.32 | 37.49 | 38.66 | 39.83 | 41.00 | 42.17 | 43.34 | 44.51 | 45.68 |
| 8 | B | 25.94 | 26.81 | 27.67 | 28.54 | 29.40 | 30.27 | 31.13 | 32.00 | 32.86 | 33.73 |
| | O | 38.91 | 40.22 | 41.51 | 42.81 | 44.10 | 45.41 | 46.70 | 47.34 | 47.34 | 47.34 |
| 9 | B | 28.65 | 29.61 | 30.56 | 31.52 | 32.47 | 33.43 | 34.39 | 35.34 | 36.30 | 37.25 |
| | O | 42.98 | 44.42 | 45.84 | 47.28 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 |
| 10 | B | 31.56 | 32.61 | 33.66 | 34.71 | 35.76 | 36.82 | 37.87 | 38.92 | 39.97 | 41.02 |
| | O | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 |
| 11 | B | 34.67 | 35.83 | 36.98 | 38.14 | 39.29 | 40.45 | 41.60 | 42.76 | 43.92 | 45.07 |
| | O | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 |
| 12 | B | 41.55 | 42.94 | 44.33 | 45.71 | 47.10 | 48.48 | 49.87 | 51.25 | 52.64 | 54.02 |
| | O | 47.34 | 47.34 | 47.34 | 47.34 | 47.34 | 48.48 | 49.87 | 51.25 | 52.64 | 54.02 |
| 13 | B | 49.41 | 51.06 | 52.71 | 54.35 | 56.00 | 57.65 | 59.30 | 60.94 | 62.59 | 64.24 |
| | O | 49.41 | 51.06 | 52.71 | 54.35 | 56.00 | 57.65 | 59.30 | 60.94 | 62.59 | 64.24 |
| 14 | B | 58.39 | 60.34 | 62.28 | 64.23 | 66.18 | 68.12 | 70.07 | 72.02 | 73.96 | 75.91 |
| | O | 58.39 | 60.34 | 62.28 | 64.23 | 66.18 | 68.12 | 70.07 | 72.02 | 73.96 | 75.91 |
| 15 | B | 68.68 | 70.97 | 73.26 | 75.55 | 77.84 | 80.13 | 82.42 | 82.65 | 82.65 | 82.65 |
| | O | 68.68 | 70.97 | 73.26 | 75.55 | 77.84 | 80.13 | 82.42 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-SF
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 41.44%
FOR THE LOCALITY PAY AREA OF SAN JOSE-SAN FRANCISCO-OAKLAND, CA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 13.38 | \$ 13.83 | \$ 14.27 | \$ 14.71 | \$ 15.16 | \$ 15.42 | \$ 15.86 | \$ 16.30 | \$ 16.32 | \$ 16.73 |
| | O | 20.07 | 20.75 | 21.41 | 22.07 | 22.74 | 23.13 | 23.79 | 24.45 | 24.48 | 25.10 |
| 2 | B | 15.04 | 15.40 | 15.90 | 16.32 | 16.50 | 16.99 | 17.47 | 17.96 | 18.44 | 18.93 |
| | O | 22.56 | 23.10 | 23.85 | 24.48 | 24.75 | 25.49 | 26.21 | 26.94 | 27.66 | 28.40 |
| 3 | B | 16.41 | 16.96 | 17.51 | 18.05 | 18.60 | 19.15 | 19.69 | 20.24 | 20.79 | 21.33 |
| | O | 24.62 | 25.44 | 26.27 | 27.08 | 27.90 | 28.73 | 29.54 | 30.36 | 31.19 | 32.00 |
| 4 | B | 18.42 | 19.04 | 19.65 | 20.26 | 20.88 | 21.49 | 22.11 | 22.72 | 23.34 | 23.95 |
| | O | 27.63 | 28.56 | 29.48 | 30.39 | 31.32 | 32.24 | 33.17 | 34.08 | 35.01 | 35.93 |
| 5 | B | 20.61 | 21.30 | 21.99 | 22.67 | 23.36 | 24.05 | 24.74 | 25.42 | 26.11 | 26.80 |
| | O | 30.92 | 31.95 | 32.99 | 34.01 | 35.04 | 36.08 | 37.11 | 38.13 | 39.17 | 40.20 |
| 6 | B | 22.98 | 23.74 | 24.51 | 25.27 | 26.04 | 26.81 | 27.57 | 28.34 | 29.10 | 29.87 |
| | O | 34.47 | 35.61 | 36.77 | 37.91 | 39.06 | 40.22 | 41.36 | 42.51 | 43.65 | 44.81 |
| 7 | B | 25.53 | 26.38 | 27.23 | 28.09 | 28.94 | 29.79 | 30.64 | 31.49 | 32.34 | 33.19 |
| | O | 38.30 | 39.57 | 40.85 | 42.14 | 43.41 | 44.69 | 45.96 | 47.24 | 48.51 | 49.79 |
| 8 | B | 28.28 | 29.22 | 30.16 | 31.10 | 32.05 | 32.99 | 33.93 | 34.88 | 35.82 | 36.76 |
| | O | 42.42 | 43.83 | 45.24 | 46.65 | 48.08 | 49.49 | 50.90 | 51.59 | 51.59 | 51.59 |
| 9 | B | 31.23 | 32.27 | 33.31 | 34.35 | 35.40 | 36.44 | 37.48 | 38.52 | 39.56 | 40.60 |
| | O | 46.85 | 48.41 | 49.97 | 51.53 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 |
| 10 | B | 34.39 | 35.54 | 36.69 | 37.83 | 38.98 | 40.13 | 41.27 | 42.42 | 43.57 | 44.71 |
| | O | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 |
| 11 | B | 37.79 | 39.05 | 40.31 | 41.57 | 42.83 | 44.09 | 45.35 | 46.61 | 47.87 | 49.13 |
| | O | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 |
| 12 | B | 45.29 | 46.80 | 48.31 | 49.82 | 51.33 | 52.84 | 54.35 | 55.86 | 57.37 | 58.88 |
| | O | 51.59 | 51.59 | 51.59 | 51.59 | 51.59 | 52.84 | 54.35 | 55.86 | 57.37 | 58.88 |
| 13 | B | 53.86 | 55.65 | 57.45 | 59.24 | 61.04 | 62.83 | 64.63 | 66.42 | 68.22 | 70.01 |
| | O | 53.86 | 55.65 | 57.45 | 59.24 | 61.04 | 62.83 | 64.63 | 66.42 | 68.22 | 70.01 |
| 14 | B | 63.64 | 65.76 | 67.89 | 70.01 | 72.13 | 74.25 | 76.37 | 78.49 | 80.61 | 82.65 |
| | O | 63.64 | 65.76 | 67.89 | 70.01 | 72.13 | 74.25 | 76.37 | 78.49 | 80.61 | 82.65 |
| 15 | B | 74.86 | 77.36 | 79.85 | 82.35 | 82.65 | 82.65 | 82.65 | 82.65 | 82.65 | 82.65 |
| | O | 74.86 | 77.36 | 79.85 | 82.35 | 82.65 | 82.65 | 82.65 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-SEA
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.01 | \$ 12.42 | \$ 12.82 | \$ 13.21 | \$ 13.61 | \$ 13.85 | \$ 14.24 | \$ 14.64 | \$ 14.65 | \$ 15.03 |
| | O | 18.02 | 18.63 | 19.23 | 19.82 | 20.42 | 20.78 | 21.36 | 21.96 | 21.98 | 22.55 |
| 2 | B | 13.51 | 13.83 | 14.28 | 14.65 | 14.82 | 15.26 | 15.69 | 16.13 | 16.56 | 17.00 |
| | O | 20.27 | 20.75 | 21.42 | 21.98 | 22.23 | 22.89 | 23.54 | 24.20 | 24.84 | 25.50 |
| 3 | B | 14.74 | 15.23 | 15.72 | 16.21 | 16.70 | 17.19 | 17.69 | 18.18 | 18.67 | 19.16 |
| | O | 22.11 | 22.85 | 23.58 | 24.32 | 25.05 | 25.79 | 26.54 | 27.27 | 28.01 | 28.74 |
| 4 | B | 16.54 | 17.10 | 17.65 | 18.20 | 18.75 | 19.30 | 19.85 | 20.40 | 20.96 | 21.51 |
| | O | 24.81 | 25.65 | 26.48 | 27.30 | 28.13 | 28.95 | 29.78 | 30.60 | 31.44 | 32.27 |
| 5 | B | 18.51 | 19.13 | 19.75 | 20.36 | 20.98 | 21.60 | 22.21 | 22.83 | 23.45 | 24.07 |
| | O | 27.77 | 28.70 | 29.63 | 30.54 | 31.47 | 32.40 | 33.32 | 34.25 | 35.18 | 36.11 |
| 6 | B | 20.63 | 21.32 | 22.01 | 22.70 | 23.39 | 24.07 | 24.76 | 25.45 | 26.14 | 26.82 |
| | O | 30.95 | 31.98 | 33.02 | 34.05 | 35.09 | 36.11 | 37.14 | 38.18 | 39.21 | 40.23 |
| 7 | B | 22.93 | 23.69 | 24.46 | 25.22 | 25.99 | 26.75 | 27.52 | 28.28 | 29.04 | 29.81 |
| | O | 34.40 | 35.54 | 36.69 | 37.83 | 38.99 | 40.13 | 41.28 | 42.42 | 43.56 | 44.72 |
| 8 | B | 25.39 | 26.24 | 27.09 | 27.93 | 28.78 | 29.63 | 30.47 | 31.32 | 32.17 | 33.01 |
| | O | 38.09 | 39.36 | 40.64 | 41.90 | 43.17 | 44.45 | 45.71 | 46.34 | 46.34 | 46.34 |
| 9 | B | 28.05 | 28.98 | 29.92 | 30.85 | 31.79 | 32.72 | 33.66 | 34.59 | 35.53 | 36.46 |
| | O | 42.08 | 43.47 | 44.88 | 46.28 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 |
| 10 | B | 30.89 | 31.92 | 32.95 | 33.98 | 35.01 | 36.04 | 37.07 | 38.09 | 39.13 | 40.15 |
| | O | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 |
| 11 | B | 33.93 | 35.07 | 36.20 | 37.33 | 38.46 | 39.59 | 40.72 | 41.85 | 42.99 | 44.12 |
| | O | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 |
| 12 | B | 40.67 | 42.03 | 43.39 | 44.74 | 46.10 | 47.45 | 48.81 | 50.17 | 51.52 | 52.88 |
| | O | 46.34 | 46.34 | 46.34 | 46.34 | 46.34 | 47.45 | 48.81 | 50.17 | 51.52 | 52.88 |
| 13 | B | 48.37 | 49.98 | 51.59 | 53.20 | 54.82 | 56.43 | 58.04 | 59.65 | 61.26 | 62.88 |
| | O | 48.37 | 49.98 | 51.59 | 53.20 | 54.82 | 56.43 | 58.04 | 59.65 | 61.26 | 62.88 |
| 14 | B | 57.15 | 59.06 | 60.96 | 62.87 | 64.77 | 66.68 | 68.58 | 70.49 | 72.39 | 74.30 |
| | O | 57.15 | 59.06 | 60.96 | 62.87 | 64.77 | 66.68 | 68.58 | 70.49 | 72.39 | 74.30 |
| 15 | B | 67.23 | 69.47 | 71.71 | 73.95 | 76.19 | 78.43 | 80.67 | 82.65 | 82.65 | 82.65 |
| | O | 67.23 | 69.47 | 71.71 | 73.95 | 76.19 | 78.43 | 80.67 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-SL
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.13 | \$ 11.50 | \$ 11.87 | \$ 12.24 | \$ 12.61 | \$ 12.82 | \$ 13.19 | \$ 13.56 | \$ 13.57 | \$ 13.92 |
| | O | 16.70 | 17.25 | 17.81 | 18.36 | 18.92 | 19.23 | 19.79 | 20.34 | 20.36 | 20.88 |
| 2 | B | 12.51 | 12.81 | 13.22 | 13.57 | 13.73 | 14.13 | 14.53 | 14.94 | 15.34 | 15.74 |
| | O | 18.77 | 19.22 | 19.83 | 20.36 | 20.60 | 21.20 | 21.80 | 22.41 | 23.01 | 23.61 |
| 3 | B | 13.65 | 14.11 | 14.56 | 15.02 | 15.47 | 15.93 | 16.38 | 16.84 | 17.29 | 17.75 |
| | O | 20.48 | 21.17 | 21.84 | 22.53 | 23.21 | 23.90 | 24.57 | 25.26 | 25.94 | 26.63 |
| 4 | B | 15.32 | 15.84 | 16.35 | 16.86 | 17.37 | 17.88 | 18.39 | 18.90 | 19.41 | 19.92 |
| | O | 22.98 | 23.76 | 24.53 | 25.29 | 26.06 | 26.82 | 27.59 | 28.35 | 29.12 | 29.88 |
| 5 | B | 17.15 | 17.72 | 18.29 | 18.86 | 19.43 | 20.00 | 20.57 | 21.15 | 21.72 | 22.29 |
| | O | 25.73 | 26.58 | 27.44 | 28.29 | 29.15 | 30.00 | 30.86 | 31.73 | 32.58 | 33.44 |
| 6 | B | 19.11 | 19.75 | 20.39 | 21.02 | 21.66 | 22.30 | 22.93 | 23.57 | 24.21 | 24.85 |
| | O | 28.67 | 29.63 | 30.59 | 31.53 | 32.49 | 33.45 | 34.40 | 35.36 | 36.32 | 37.28 |
| 7 | B | 21.24 | 21.95 | 22.65 | 23.36 | 24.07 | 24.78 | 25.49 | 26.19 | 26.90 | 27.61 |
| | O | 31.86 | 32.93 | 33.98 | 35.04 | 36.11 | 37.17 | 38.24 | 39.29 | 40.35 | 41.42 |
| 8 | B | 23.52 | 24.30 | 25.09 | 25.87 | 26.66 | 27.44 | 28.23 | 29.01 | 29.79 | 30.58 |
| | O | 35.28 | 36.45 | 37.64 | 38.81 | 39.99 | 41.16 | 42.35 | 42.92 | 42.92 | 42.92 |
| 9 | B | 25.98 | 26.84 | 27.71 | 28.58 | 29.44 | 30.31 | 31.17 | 32.04 | 32.91 | 33.77 |
| | O | 38.97 | 40.26 | 41.57 | 42.87 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 |
| 10 | B | 28.61 | 29.56 | 30.52 | 31.47 | 32.42 | 33.38 | 34.33 | 35.28 | 36.24 | 37.19 |
| | O | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 |
| 11 | B | 31.43 | 32.48 | 33.53 | 34.57 | 35.62 | 36.67 | 37.72 | 38.77 | 39.82 | 40.86 |
| | O | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 |
| 12 | B | 37.67 | 38.93 | 40.19 | 41.44 | 42.70 | 43.95 | 45.21 | 46.47 | 47.72 | 48.98 |
| | O | 42.92 | 42.92 | 42.92 | 42.92 | 42.92 | 43.95 | 45.21 | 46.47 | 47.72 | 48.98 |
| 13 | B | 44.80 | 46.29 | 47.78 | 49.28 | 50.77 | 52.26 | 53.76 | 55.25 | 56.74 | 58.24 |
| | O | 44.80 | 46.29 | 47.78 | 49.28 | 50.77 | 52.26 | 53.76 | 55.25 | 56.74 | 58.24 |
| 14 | B | 52.94 | 54.70 | 56.47 | 58.23 | 60.00 | 61.76 | 63.52 | 65.29 | 67.05 | 68.82 |
| | O | 52.94 | 54.70 | 56.47 | 58.23 | 60.00 | 61.76 | 63.52 | 65.29 | 67.05 | 68.82 |
| 15 | B | 62.27 | 64.34 | 66.42 | 68.50 | 70.57 | 72.65 | 74.72 | 76.80 | 78.87 | 80.95 |
| | O | 62.27 | 64.34 | 66.42 | 68.50 | 70.57 | 72.65 | 74.72 | 76.80 | 78.87 | 80.95 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-TU
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.08 | \$ 11.46 | \$ 11.82 | \$ 12.19 | \$ 12.56 | \$ 12.77 | \$ 13.14 | \$ 13.51 | \$ 13.52 | \$ 13.86 |
| | O | 16.62 | 17.19 | 17.73 | 18.29 | 18.84 | 19.16 | 19.71 | 20.27 | 20.28 | 20.79 |
| 2 | B | 12.46 | 12.76 | 13.17 | 13.52 | 13.67 | 14.07 | 14.48 | 14.88 | 15.28 | 15.68 |
| | O | 18.69 | 19.14 | 19.76 | 20.28 | 20.51 | 21.11 | 21.72 | 22.32 | 22.92 | 23.52 |
| 3 | B | 13.60 | 14.05 | 14.50 | 14.96 | 15.41 | 15.86 | 16.32 | 16.77 | 17.22 | 17.68 |
| | O | 20.40 | 21.08 | 21.75 | 22.44 | 23.12 | 23.79 | 24.48 | 25.16 | 25.83 | 26.52 |
| 4 | B | 15.26 | 15.77 | 16.28 | 16.79 | 17.30 | 17.81 | 18.32 | 18.83 | 19.33 | 19.84 |
| | O | 22.89 | 23.66 | 24.42 | 25.19 | 25.95 | 26.72 | 27.48 | 28.25 | 29.00 | 29.76 |
| 5 | B | 17.08 | 17.65 | 18.22 | 18.79 | 19.36 | 19.93 | 20.49 | 21.06 | 21.63 | 22.20 |
| | O | 25.62 | 26.48 | 27.33 | 28.19 | 29.04 | 29.90 | 30.74 | 31.59 | 32.45 | 33.30 |
| 6 | B | 19.04 | 19.67 | 20.31 | 20.94 | 21.58 | 22.21 | 22.84 | 23.48 | 24.11 | 24.75 |
| | O | 28.56 | 29.51 | 30.47 | 31.41 | 32.37 | 33.32 | 34.26 | 35.22 | 36.17 | 37.13 |
| 7 | B | 21.15 | 21.86 | 22.57 | 23.27 | 23.98 | 24.68 | 25.39 | 26.09 | 26.80 | 27.50 |
| | O | 31.73 | 32.79 | 33.86 | 34.91 | 35.97 | 37.02 | 38.09 | 39.14 | 40.20 | 41.25 |
| 8 | B | 23.43 | 24.21 | 24.99 | 25.77 | 26.55 | 27.33 | 28.11 | 28.90 | 29.68 | 30.46 |
| | O | 35.15 | 36.32 | 37.49 | 38.66 | 39.83 | 41.00 | 42.17 | 42.75 | 42.75 | 42.75 |
| 9 | B | 25.88 | 26.74 | 27.60 | 28.46 | 29.33 | 30.19 | 31.05 | 31.91 | 32.78 | 33.64 |
| | O | 38.82 | 40.11 | 41.40 | 42.69 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 |
| 10 | B | 28.50 | 29.45 | 30.40 | 31.35 | 32.30 | 33.25 | 34.20 | 35.15 | 36.10 | 37.05 |
| | O | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 |
| 11 | B | 31.31 | 32.35 | 33.40 | 34.44 | 35.48 | 36.53 | 37.57 | 38.62 | 39.66 | 40.70 |
| | O | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 |
| 12 | B | 37.53 | 38.78 | 40.03 | 41.28 | 42.53 | 43.78 | 45.03 | 46.28 | 47.53 | 48.79 |
| | O | 42.75 | 42.75 | 42.75 | 42.75 | 42.75 | 43.78 | 45.03 | 46.28 | 47.53 | 48.79 |
| 13 | B | 44.62 | 46.11 | 47.60 | 49.09 | 50.57 | 52.06 | 53.55 | 55.04 | 56.52 | 58.01 |
| | O | 44.62 | 46.11 | 47.60 | 49.09 | 50.57 | 52.06 | 53.55 | 55.04 | 56.52 | 58.01 |
| 14 | B | 52.73 | 54.49 | 56.25 | 58.00 | 59.76 | 61.52 | 63.28 | 65.03 | 66.79 | 68.55 |
| | O | 52.73 | 54.49 | 56.25 | 58.00 | 59.76 | 61.52 | 63.28 | 65.03 | 66.79 | 68.55 |
| 15 | B | 62.03 | 64.09 | 66.16 | 68.23 | 70.30 | 72.36 | 74.43 | 76.50 | 78.57 | 80.63 |
| | O | 62.03 | 64.09 | 66.16 | 68.23 | 70.30 | 72.36 | 74.43 | 76.50 | 78.57 | 80.63 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-VB
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.51%
FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.02 | \$ 11.39 | \$ 11.75 | \$ 12.12 | \$ 12.49 | \$ 12.70 | \$ 13.06 | \$ 13.43 | \$ 13.44 | \$ 13.78 |
| | O | 16.53 | 17.09 | 17.63 | 18.18 | 18.74 | 19.05 | 19.59 | 20.15 | 20.16 | 20.67 |
| 2 | B | 12.39 | 12.68 | 13.10 | 13.44 | 13.59 | 13.99 | 14.39 | 14.79 | 15.19 | 15.59 |
| | O | 18.59 | 19.02 | 19.65 | 20.16 | 20.39 | 20.99 | 21.59 | 22.19 | 22.79 | 23.39 |
| 3 | B | 13.52 | 13.97 | 14.42 | 14.87 | 15.32 | 15.77 | 16.22 | 16.67 | 17.12 | 17.57 |
| | O | 20.28 | 20.96 | 21.63 | 22.31 | 22.98 | 23.66 | 24.33 | 25.01 | 25.68 | 26.36 |
| 4 | B | 15.18 | 15.68 | 16.19 | 16.69 | 17.20 | 17.70 | 18.21 | 18.72 | 19.22 | 19.73 |
| | O | 22.77 | 23.52 | 24.29 | 25.04 | 25.80 | 26.55 | 27.32 | 28.08 | 28.83 | 29.60 |
| 5 | B | 16.98 | 17.55 | 18.11 | 18.68 | 19.24 | 19.81 | 20.38 | 20.94 | 21.51 | 22.07 |
| | O | 25.47 | 26.33 | 27.17 | 28.02 | 28.86 | 29.72 | 30.57 | 31.41 | 32.27 | 33.11 |
| 6 | B | 18.93 | 19.56 | 20.19 | 20.82 | 21.45 | 22.08 | 22.71 | 23.34 | 23.97 | 24.60 |
| | O | 28.40 | 29.34 | 30.29 | 31.23 | 32.18 | 33.12 | 34.07 | 35.01 | 35.96 | 36.90 |
| 7 | B | 21.03 | 21.73 | 22.43 | 23.14 | 23.84 | 24.54 | 25.24 | 25.94 | 26.64 | 27.34 |
| | O | 31.55 | 32.60 | 33.65 | 34.71 | 35.76 | 36.81 | 37.86 | 38.91 | 39.96 | 41.01 |
| 8 | B | 23.29 | 24.07 | 24.85 | 25.62 | 26.40 | 27.18 | 27.95 | 28.73 | 29.51 | 30.28 |
| | O | 34.94 | 36.11 | 37.28 | 38.43 | 39.60 | 40.77 | 41.93 | 42.50 | 42.50 | 42.50 |
| 9 | B | 25.73 | 26.58 | 27.44 | 28.30 | 29.16 | 30.01 | 30.87 | 31.73 | 32.59 | 33.44 |
| | O | 38.60 | 39.87 | 41.16 | 42.45 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 |
| 10 | B | 28.33 | 29.28 | 30.22 | 31.16 | 32.11 | 33.05 | 34.00 | 34.94 | 35.89 | 36.83 |
| | O | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 |
| 11 | B | 31.13 | 32.16 | 33.20 | 34.24 | 35.28 | 36.32 | 37.35 | 38.39 | 39.43 | 40.47 |
| | O | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 |
| 12 | B | 37.31 | 38.55 | 39.80 | 41.04 | 42.28 | 43.53 | 44.77 | 46.01 | 47.26 | 48.50 |
| | O | 42.50 | 42.50 | 42.50 | 42.50 | 42.50 | 43.53 | 44.77 | 46.01 | 47.26 | 48.50 |
| 13 | B | 44.36 | 45.84 | 47.32 | 48.80 | 50.28 | 51.76 | 53.24 | 54.72 | 56.20 | 57.67 |
| | O | 44.36 | 45.84 | 47.32 | 48.80 | 50.28 | 51.76 | 53.24 | 54.72 | 56.20 | 57.67 |
| 14 | B | 52.43 | 54.17 | 55.92 | 57.67 | 59.41 | 61.16 | 62.91 | 64.66 | 66.40 | 68.15 |
| | O | 52.43 | 54.17 | 55.92 | 57.67 | 59.41 | 61.16 | 62.91 | 64.66 | 66.40 | 68.15 |
| 15 | B | 61.67 | 63.72 | 65.78 | 67.83 | 69.89 | 71.94 | 74.00 | 76.05 | 78.11 | 80.17 |
| | O | 61.67 | 63.72 | 65.78 | 67.83 | 69.89 | 71.94 | 74.00 | 76.05 | 78.11 | 80.17 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-DCB
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.34 | \$ 12.75 | \$ 13.16 | \$ 13.57 | \$ 13.98 | \$ 14.22 | \$ 14.63 | \$ 15.04 | \$ 15.05 | \$ 15.44 |
| | O | 18.51 | 19.13 | 19.74 | 20.36 | 20.97 | 21.33 | 21.95 | 22.56 | 22.58 | 23.16 |
| 2 | B | 13.88 | 14.21 | 14.67 | 15.05 | 15.22 | 15.67 | 16.12 | 16.57 | 17.01 | 17.46 |
| | O | 20.82 | 21.32 | 22.01 | 22.58 | 22.83 | 23.51 | 24.18 | 24.86 | 25.52 | 26.19 |
| 3 | B | 15.14 | 15.64 | 16.15 | 16.65 | 17.16 | 17.66 | 18.17 | 18.67 | 19.18 | 19.68 |
| | O | 22.71 | 23.46 | 24.23 | 24.98 | 25.74 | 26.49 | 27.26 | 28.01 | 28.77 | 29.52 |
| 4 | B | 17.00 | 17.56 | 18.13 | 18.69 | 19.26 | 19.83 | 20.39 | 20.96 | 21.53 | 22.09 |
| | O | 25.50 | 26.34 | 27.20 | 28.04 | 28.89 | 29.75 | 30.59 | 31.44 | 32.30 | 33.14 |
| 5 | B | 19.01 | 19.65 | 20.28 | 20.92 | 21.55 | 22.18 | 22.82 | 23.45 | 24.09 | 24.72 |
| | O | 28.52 | 29.48 | 30.42 | 31.38 | 32.33 | 33.27 | 34.23 | 35.18 | 36.14 | 37.08 |
| 6 | B | 21.20 | 21.90 | 22.61 | 23.32 | 24.02 | 24.73 | 25.44 | 26.14 | 26.85 | 27.55 |
| | O | 31.80 | 32.85 | 33.92 | 34.98 | 36.03 | 37.10 | 38.16 | 39.21 | 40.28 | 41.33 |
| 7 | B | 23.55 | 24.34 | 25.12 | 25.91 | 26.69 | 27.48 | 28.27 | 29.05 | 29.84 | 30.62 |
| | O | 35.33 | 36.51 | 37.68 | 38.87 | 40.04 | 41.22 | 42.41 | 43.58 | 44.76 | 45.93 |
| 8 | B | 26.09 | 26.95 | 27.82 | 28.69 | 29.56 | 30.43 | 31.30 | 32.17 | 33.04 | 33.91 |
| | O | 39.14 | 40.43 | 41.73 | 43.04 | 44.34 | 45.65 | 46.95 | 47.60 | 47.60 | 47.60 |
| 9 | B | 28.81 | 29.77 | 30.73 | 31.69 | 32.65 | 33.61 | 34.57 | 35.53 | 36.49 | 37.45 |
| | O | 43.22 | 44.66 | 46.10 | 47.54 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 |
| 10 | B | 31.73 | 32.79 | 33.84 | 34.90 | 35.96 | 37.02 | 38.07 | 39.13 | 40.19 | 41.25 |
| | O | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 |
| 11 | B | 34.86 | 36.02 | 37.18 | 38.35 | 39.51 | 40.67 | 41.83 | 42.99 | 44.16 | 45.32 |
| | O | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 |
| 12 | B | 41.78 | 43.17 | 44.57 | 45.96 | 47.35 | 48.75 | 50.14 | 51.53 | 52.93 | 54.32 |
| | O | 47.60 | 47.60 | 47.60 | 47.60 | 47.60 | 48.75 | 50.14 | 51.53 | 52.93 | 54.32 |
| 13 | B | 49.68 | 51.34 | 53.00 | 54.65 | 56.31 | 57.96 | 59.62 | 61.28 | 62.93 | 64.59 |
| | O | 49.68 | 51.34 | 53.00 | 54.65 | 56.31 | 57.96 | 59.62 | 61.28 | 62.93 | 64.59 |
| 14 | B | 58.71 | 60.67 | 62.62 | 64.58 | 66.54 | 68.50 | 70.45 | 72.41 | 74.37 | 76.32 |
| | O | 58.71 | 60.67 | 62.62 | 64.58 | 66.54 | 68.50 | 70.45 | 72.41 | 74.37 | 76.32 |
| 15 | B | 69.06 | 71.36 | 73.66 | 75.97 | 78.27 | 80.57 | 82.65 | 82.65 | 82.65 | 82.65 |
| | O | 69.06 | 71.36 | 73.66 | 75.97 | 78.27 | 80.57 | 82.65 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-RUS
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

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 10.97 | \$ 11.33 | \$ 11.70 | \$ 12.06 | \$ 12.43 | \$ 12.64 | \$ 13.00 | \$ 13.36 | \$ 13.38 | \$ 13.72 |
| | O | 16.46 | 17.00 | 17.55 | 18.09 | 18.65 | 18.96 | 19.50 | 20.04 | 20.07 | 20.58 |
| 2 | B | 12.33 | 12.62 | 13.03 | 13.38 | 13.53 | 13.93 | 14.32 | 14.72 | 15.12 | 15.52 |
| | O | 18.50 | 18.93 | 19.55 | 20.07 | 20.30 | 20.90 | 21.48 | 22.08 | 22.68 | 23.28 |
| 3 | B | 13.45 | 13.90 | 14.35 | 14.80 | 15.25 | 15.70 | 16.14 | 16.59 | 17.04 | 17.49 |
| | O | 20.18 | 20.85 | 21.53 | 22.20 | 22.88 | 23.55 | 24.21 | 24.89 | 25.56 | 26.24 |
| 4 | B | 15.10 | 15.61 | 16.11 | 16.61 | 17.12 | 17.62 | 18.12 | 18.63 | 19.13 | 19.63 |
| | O | 22.65 | 23.42 | 24.17 | 24.92 | 25.68 | 26.43 | 27.18 | 27.95 | 28.70 | 29.45 |
| 5 | B | 16.90 | 17.46 | 18.02 | 18.59 | 19.15 | 19.71 | 20.28 | 20.84 | 21.40 | 21.97 |
| | O | 25.35 | 26.19 | 27.03 | 27.89 | 28.73 | 29.57 | 30.42 | 31.26 | 32.10 | 32.96 |
| 6 | B | 18.84 | 19.46 | 20.09 | 20.72 | 21.35 | 21.98 | 22.60 | 23.23 | 23.86 | 24.49 |
| | O | 28.26 | 29.19 | 30.14 | 31.08 | 32.03 | 32.97 | 33.90 | 34.85 | 35.79 | 36.74 |
| 7 | B | 20.93 | 21.63 | 22.33 | 23.02 | 23.72 | 24.42 | 25.12 | 25.82 | 26.51 | 27.21 |
| | O | 31.40 | 32.45 | 33.50 | 34.53 | 35.58 | 36.63 | 37.68 | 38.73 | 39.77 | 40.82 |
| 8 | B | 23.18 | 23.95 | 24.73 | 25.50 | 26.27 | 27.04 | 27.82 | 28.59 | 29.36 | 30.14 |
| | O | 34.77 | 35.93 | 37.10 | 38.25 | 39.41 | 40.56 | 41.73 | 42.29 | 42.29 | 42.29 |
| 9 | B | 25.60 | 26.46 | 27.31 | 28.16 | 29.02 | 29.87 | 30.72 | 31.58 | 32.43 | 33.28 |
| | O | 38.40 | 39.69 | 40.97 | 42.24 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 |
| 10 | B | 28.19 | 29.13 | 30.07 | 31.01 | 31.95 | 32.90 | 33.84 | 34.77 | 35.71 | 36.66 |
| | O | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 |
| 11 | B | 30.98 | 32.01 | 33.04 | 34.08 | 35.11 | 36.14 | 37.17 | 38.21 | 39.24 | 40.27 |
| | O | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 |
| 12 | B | 37.13 | 38.37 | 39.60 | 40.84 | 42.08 | 43.32 | 44.56 | 45.79 | 47.03 | 48.27 |
| | O | 42.29 | 42.29 | 42.29 | 42.29 | 42.29 | 43.32 | 44.56 | 45.79 | 47.03 | 48.27 |
| 13 | B | 44.15 | 45.62 | 47.09 | 48.57 | 50.04 | 51.51 | 52.98 | 54.45 | 55.92 | 57.40 |
| | O | 44.15 | 45.62 | 47.09 | 48.57 | 50.04 | 51.51 | 52.98 | 54.45 | 55.92 | 57.40 |
| 14 | B | 52.17 | 53.91 | 55.65 | 57.39 | 59.13 | 60.87 | 62.61 | 64.35 | 66.08 | 67.82 |
| | O | 52.17 | 53.91 | 55.65 | 57.39 | 59.13 | 60.87 | 62.61 | 64.35 | 66.08 | 67.82 |
| 15 | B | 61.37 | 63.42 | 65.46 | 67.51 | 69.55 | 71.60 | 73.64 | 75.69 | 77.74 | 79.78 |
| | O | 61.37 | 63.42 | 65.46 | 67.51 | 69.55 | 71.60 | 73.64 | 75.69 | 77.74 | 79.78 |

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-AK
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.67%
STATE OF ALASKA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 12.26 | \$ 12.68 | \$ 13.08 | \$ 13.49 | \$ 13.90 | \$ 14.13 | \$ 14.54 | \$ 14.94 | \$ 14.96 | \$ 15.34 |
| | O | 18.39 | 19.02 | 19.62 | 20.24 | 20.85 | 21.20 | 21.81 | 22.41 | 22.44 | 23.01 |
| 2 | B | 13.79 | 14.12 | 14.57 | 14.96 | 15.13 | 15.57 | 16.02 | 16.46 | 16.91 | 17.35 |
| | O | 20.69 | 21.18 | 21.86 | 22.44 | 22.70 | 23.36 | 24.03 | 24.69 | 25.37 | 26.03 |
| 3 | B | 15.05 | 15.55 | 16.05 | 16.55 | 17.05 | 17.55 | 18.05 | 18.56 | 19.06 | 19.56 |
| | O | 22.58 | 23.33 | 24.08 | 24.83 | 25.58 | 26.33 | 27.08 | 27.84 | 28.59 | 29.34 |
| 4 | B | 16.89 | 17.45 | 18.02 | 18.58 | 19.14 | 19.70 | 20.27 | 20.83 | 21.39 | 21.96 |
| | O | 25.34 | 26.18 | 27.03 | 27.87 | 28.71 | 29.55 | 30.41 | 31.25 | 32.09 | 32.94 |
| 5 | B | 18.90 | 19.53 | 20.16 | 20.79 | 21.42 | 22.05 | 22.68 | 23.31 | 23.94 | 24.57 |
| | O | 28.35 | 29.30 | 30.24 | 31.19 | 32.13 | 33.08 | 34.02 | 34.97 | 35.91 | 36.86 |
| 6 | B | 21.06 | 21.77 | 22.47 | 23.17 | 23.87 | 24.57 | 25.28 | 25.98 | 26.68 | 27.38 |
| | O | 31.59 | 32.66 | 33.71 | 34.76 | 35.81 | 36.86 | 37.92 | 38.97 | 40.02 | 41.07 |
| 7 | B | 23.41 | 24.19 | 24.97 | 25.75 | 26.53 | 27.31 | 28.09 | 28.87 | 29.65 | 30.43 |
| | O | 35.12 | 36.29 | 37.46 | 38.63 | 39.80 | 40.97 | 42.14 | 43.31 | 44.48 | 45.65 |
| 8 | B | 25.92 | 26.79 | 27.65 | 28.52 | 29.38 | 30.24 | 31.11 | 31.97 | 32.84 | 33.70 |
| | O | 38.88 | 40.19 | 41.48 | 42.78 | 44.07 | 45.36 | 46.67 | 47.30 | 47.30 | 47.30 |
| 9 | B | 28.63 | 29.59 | 30.54 | 31.50 | 32.45 | 33.40 | 34.36 | 35.31 | 36.27 | 37.22 |
| | O | 42.95 | 44.39 | 45.81 | 47.25 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 |
| 10 | B | 31.53 | 32.58 | 33.63 | 34.68 | 35.74 | 36.79 | 37.84 | 38.89 | 39.94 | 40.99 |
| | O | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 |
| 11 | B | 34.64 | 35.80 | 36.95 | 38.11 | 39.26 | 40.42 | 41.57 | 42.73 | 43.88 | 45.04 |
| | O | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 |
| 12 | B | 41.52 | 42.91 | 44.29 | 45.68 | 47.06 | 48.44 | 49.83 | 51.21 | 52.60 | 53.98 |
| | O | 47.30 | 47.30 | 47.30 | 47.30 | 47.30 | 48.44 | 49.83 | 51.21 | 52.60 | 53.98 |
| 13 | B | 49.38 | 51.02 | 52.67 | 54.31 | 55.96 | 57.60 | 59.25 | 60.90 | 62.54 | 64.19 |
| | O | 49.38 | 51.02 | 52.67 | 54.31 | 55.96 | 57.60 | 59.25 | 60.90 | 62.54 | 64.19 |
| 14 | B | 58.35 | 60.29 | 62.24 | 64.18 | 66.13 | 68.07 | 70.01 | 71.96 | 73.90 | 75.85 |
| | O | 58.35 | 60.29 | 62.24 | 64.18 | 66.13 | 68.07 | 70.01 | 71.96 | 73.90 | 75.85 |
| 15 | B | 68.63 | 70.92 | 73.21 | 75.49 | 77.78 | 80.07 | 82.36 | 82.65 | 82.65 | 82.65 |
| | O | 68.63 | 70.92 | 73.21 | 75.49 | 77.78 | 80.07 | 82.36 | 82.65 | 82.65 | 82.65 |

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

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>

SALARY TABLE 2021-HI
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.56%
STATE OF HAWAII
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.31 | \$ 11.69 | \$ 12.06 | \$ 12.44 | \$ 12.81 | \$ 13.03 | \$ 13.40 | \$ 13.78 | \$ 13.79 | \$ 14.14 |
| | O | 16.97 | 17.54 | 18.09 | 18.66 | 19.22 | 19.55 | 20.10 | 20.67 | 20.69 | 21.21 |
| 2 | B | 12.71 | 13.02 | 13.44 | 13.79 | 13.95 | 14.36 | 14.77 | 15.18 | 15.59 | 16.00 |
| | O | 19.07 | 19.53 | 20.16 | 20.69 | 20.93 | 21.54 | 22.16 | 22.77 | 23.39 | 24.00 |
| 3 | B | 13.87 | 14.33 | 14.80 | 15.26 | 15.72 | 16.18 | 16.65 | 17.11 | 17.57 | 18.03 |
| | O | 20.81 | 21.50 | 22.20 | 22.89 | 23.58 | 24.27 | 24.98 | 25.67 | 26.36 | 27.05 |
| 4 | B | 15.57 | 16.09 | 16.61 | 17.13 | 17.65 | 18.17 | 18.69 | 19.21 | 19.73 | 20.24 |
| | O | 23.36 | 24.14 | 24.92 | 25.70 | 26.48 | 27.26 | 28.04 | 28.82 | 29.60 | 30.36 |
| 5 | B | 17.42 | 18.00 | 18.59 | 19.17 | 19.75 | 20.33 | 20.91 | 21.49 | 22.07 | 22.65 |
| | O | 26.13 | 27.00 | 27.89 | 28.76 | 29.63 | 30.50 | 31.37 | 32.24 | 33.11 | 33.98 |
| 6 | B | 19.42 | 20.07 | 20.72 | 21.36 | 22.01 | 22.66 | 23.31 | 23.95 | 24.60 | 25.25 |
| | O | 29.13 | 30.11 | 31.08 | 32.04 | 33.02 | 33.99 | 34.97 | 35.93 | 36.90 | 37.88 |
| 7 | B | 21.58 | 22.30 | 23.02 | 23.74 | 24.46 | 25.18 | 25.90 | 26.62 | 27.34 | 28.06 |
| | O | 32.37 | 33.45 | 34.53 | 35.61 | 36.69 | 37.77 | 38.85 | 39.93 | 41.01 | 42.09 |
| 8 | B | 23.90 | 24.70 | 25.50 | 26.29 | 27.09 | 27.89 | 28.68 | 29.48 | 30.28 | 31.07 |
| | O | 35.85 | 37.05 | 38.25 | 39.44 | 40.64 | 41.84 | 43.02 | 43.61 | 43.61 | 43.61 |
| 9 | B | 26.40 | 27.28 | 28.16 | 29.04 | 29.92 | 30.80 | 31.68 | 32.56 | 33.44 | 34.32 |
| | O | 39.60 | 40.92 | 42.24 | 43.56 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 |
| 10 | B | 29.07 | 30.04 | 31.01 | 31.98 | 32.95 | 33.92 | 34.89 | 35.86 | 36.83 | 37.80 |
| | O | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 |
| 11 | B | 31.94 | 33.01 | 34.07 | 35.14 | 36.20 | 37.27 | 38.33 | 39.40 | 40.46 | 41.53 |
| | O | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 |
| 12 | B | 38.29 | 39.56 | 40.84 | 42.11 | 43.39 | 44.67 | 45.94 | 47.22 | 48.50 | 49.77 |
| | O | 43.61 | 43.61 | 43.61 | 43.61 | 43.61 | 44.67 | 45.94 | 47.22 | 48.50 | 49.77 |
| 13 | B | 45.53 | 47.04 | 48.56 | 50.08 | 51.60 | 53.11 | 54.63 | 56.15 | 57.67 | 59.18 |
| | O | 45.53 | 47.04 | 48.56 | 50.08 | 51.60 | 53.11 | 54.63 | 56.15 | 57.67 | 59.18 |
| 14 | B | 53.80 | 55.59 | 57.38 | 59.18 | 60.97 | 62.76 | 64.56 | 66.35 | 68.14 | 69.94 |
| | O | 53.80 | 55.59 | 57.38 | 59.18 | 60.97 | 62.76 | 64.56 | 66.35 | 68.14 | 69.94 |
| 15 | B | 63.28 | 65.39 | 67.50 | 69.61 | 71.72 | 73.83 | 75.94 | 78.05 | 80.16 | 82.26 |
| | O | 63.28 | 65.39 | 67.50 | 69.61 | 71.72 | 73.83 | 75.94 | 78.05 | 80.16 | 82.26 |

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