

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:

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