

**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:

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