

Salary Table 2026-AL (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 20.77%
For the Locality Pay Area of Albany-Schenectady, NY-MA

Total Increase: 1%

Effective January 2026

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	\$ 13.07	\$ 13.51	\$ 13.94	\$ 14.37	\$ 14.81	\$ 15.06	\$ 15.49	\$ 15.92	\$ 15.94	\$ 16.35
	O	19.61	20.27	20.91	21.56	22.22	22.59	23.24	23.88	23.91	24.53
2	B	14.69	15.04	15.53	15.94	16.12	16.59	17.07	17.54	18.02	18.49
	O	22.04	22.56	23.30	23.91	24.18	24.89	25.61	26.31	27.03	27.74
3	B	19.24	19.78	20.31	20.85	21.38	21.92	22.45	22.99	23.52	24.05
	O	28.86	29.67	30.47	31.28	32.07	32.88	33.68	34.49	35.28	36.08
4	B	21.60	22.20	22.80	23.40	24.00	24.60	25.20	25.80	26.40	27.00
	O	32.40	33.30	34.20	35.10	36.00	36.90	37.80	38.70	39.60	40.50
5	B	24.84	25.51	26.18	26.85	27.52	28.19	28.86	29.54	30.21	30.88
	O	37.26	38.27	39.27	40.28	41.28	42.29	43.29	44.31	45.32	46.32
6	B	26.19	26.94	27.69	28.43	29.18	29.93	30.68	31.43	32.17	32.92
	O	39.29	40.41	41.54	42.65	43.77	44.90	46.02	47.15	48.26	49.38
7	B	28.27	29.10	29.93	30.77	31.60	32.43	33.26	34.09	34.92	35.75
	O	42.41	43.65	44.90	46.16	47.40	48.65	49.89	51.14	52.08	52.08
8	B	29.47	30.39	31.31	32.23	33.15	34.07	34.99	35.91	36.83	37.75
	O	44.21	45.59	46.97	48.35	49.73	51.11	52.08	52.08	52.08	52.08
9	B	31.53	32.55	33.56	34.58	35.60	36.62	37.63	38.65	39.67	40.69
	O	47.30	48.83	50.34	51.87	52.08	52.08	52.08	52.08	52.08	52.08
10	B	34.72	35.84	36.96	38.08	39.20	40.32	41.44	42.56	43.68	44.80
	O	52.08	52.08	52.08	52.08	52.08	52.08	52.08	52.08	52.08	52.08
11	B	36.92	38.15	39.38	40.61	41.84	43.07	44.30	45.53	46.76	47.99
	O	52.08	52.08	52.08	52.08	52.08	52.08	52.08	52.08	52.08	52.08
12	B	44.25	45.72	47.20	48.67	50.15	51.62	53.10	54.57	56.05	57.52
	O	52.08	52.08	52.08	52.08	52.08	52.08	53.10	54.57	56.05	57.52
13	B	52.62	54.37	56.12	57.88	59.63	61.39	63.14	64.89	66.65	68.40
	O	52.62	54.37	56.12	57.88	59.63	61.39	63.14	64.89	66.65	68.40
14	B	62.18	64.25	66.32	68.39	70.47	72.54	74.61	76.69	78.76	80.83
	O	62.18	64.25	66.32	68.39	70.47	72.54	74.61	76.69	78.76	80.83
15	B	73.14	75.57	78.01	80.45	82.89	85.33	87.76	90.20	92.64	94.49
	O	73.14	75.57	78.01	80.45	82.89	85.33	87.76	90.20	92.64	94.49

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

Note: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>