

Salary Table 2026-AQ (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.33%
For the Locality Pay Area of Albuquerque-Santa Fe-Las Vegas, NM
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	\$ 12.80	\$ 13.23	\$ 13.66	\$ 14.08	\$ 14.51	\$ 14.76	\$ 15.18	\$ 15.60	\$ 15.62	\$ 16.02
	O	19.20	19.85	20.49	21.12	21.77	22.14	22.77	23.40	23.43	24.03
2	B	14.40	14.74	15.22	15.62	15.79	16.26	16.72	17.19	17.65	18.12
	O	21.60	22.11	22.83	23.43	23.69	24.39	25.08	25.79	26.48	27.18
3	B	18.85	19.38	19.90	20.43	20.95	21.47	22.00	22.52	23.04	23.57
	O	28.28	29.07	29.85	30.65	31.43	32.21	33.00	33.78	34.56	35.36
4	B	21.16	21.75	22.34	22.93	23.51	24.10	24.69	25.28	25.87	26.45
	O	31.74	32.63	33.51	34.40	35.27	36.15	37.04	37.92	38.81	39.68
5	B	24.33	24.99	25.65	26.31	26.97	27.62	28.28	28.94	29.60	30.25
	O	36.50	37.49	38.48	39.47	40.46	41.43	42.42	43.41	44.40	45.38
6	B	25.66	26.39	27.13	27.86	28.59	29.32	30.06	30.79	31.52	32.26
	O	38.49	39.59	40.70	41.79	42.89	43.98	45.09	46.19	47.28	48.39
7	B	27.70	28.51	29.33	30.14	30.96	31.77	32.59	33.40	34.22	35.03
	O	41.55	42.77	44.00	45.21	46.44	47.66	48.89	50.10	51.03	51.03
8	B	28.87	29.77	30.68	31.58	32.48	33.38	34.28	35.19	36.09	36.99
	O	43.31	44.66	46.02	47.37	48.72	50.07	51.03	51.03	51.03	51.03
9	B	30.89	31.89	32.89	33.88	34.88	35.88	36.87	37.87	38.87	39.86
	O	46.34	47.84	49.34	50.82	51.03	51.03	51.03	51.03	51.03	51.03
10	B	34.02	35.12	36.21	37.31	38.41	39.50	40.60	41.70	42.80	43.89
	O	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03
11	B	36.17	37.38	38.58	39.79	40.99	42.20	43.41	44.61	45.82	47.02
	O	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03
12	B	43.35	44.80	46.24	47.69	49.13	50.58	52.02	53.47	54.92	56.36
	O	51.03	51.03	51.03	51.03	51.03	51.03	52.02	53.47	54.92	56.36
13	B	51.55	53.27	54.99	56.71	58.43	60.15	61.86	63.58	65.30	67.02
	O	51.55	53.27	54.99	56.71	58.43	60.15	61.86	63.58	65.30	67.02
14	B	60.92	62.95	64.98	67.01	69.04	71.08	73.11	75.14	77.17	79.20
	O	60.92	62.95	64.98	67.01	69.04	71.08	73.11	75.14	77.17	79.20
15	B	71.66	74.05	76.44	78.82	81.21	83.60	85.99	88.38	90.77	93.16
	O	71.66	74.05	76.44	78.82	81.21	83.60	85.99	88.38	90.77	93.16

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/>