

Salary Table 2026-BN (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 19.45%
For the Locality Pay Area of Burlington-South Burlington-Barre, VT
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	\$ 12.93	\$ 13.36	\$ 13.79	\$ 14.22	\$ 14.65	\$ 14.90	\$ 15.32	\$ 15.75	\$ 15.77	\$ 16.17
	O	19.40	20.04	20.69	21.33	21.98	22.35	22.98	23.63	23.66	24.26
2	B	14.53	14.88	15.36	15.77	15.94	16.41	16.88	17.35	17.82	18.29
	O	21.80	22.32	23.04	23.66	23.91	24.62	25.32	26.03	26.73	27.44
3	B	19.03	19.56	20.09	20.62	21.15	21.68	22.21	22.73	23.26	23.79
	O	28.55	29.34	30.14	30.93	31.73	32.52	33.32	34.10	34.89	35.69
4	B	21.36	21.96	22.55	23.14	23.74	24.33	24.92	25.52	26.11	26.70
	O	32.04	32.94	33.83	34.71	35.61	36.50	37.38	38.28	39.17	40.05
5	B	24.56	25.23	25.89	26.56	27.22	27.88	28.55	29.21	29.88	30.54
	O	36.84	37.85	38.84	39.84	40.83	41.82	42.83	43.82	44.82	45.81
6	B	25.90	26.64	27.38	28.12	28.86	29.60	30.34	31.08	31.82	32.56
	O	38.85	39.96	41.07	42.18	43.29	44.40	45.51	46.62	47.73	48.84
7	B	27.96	28.78	29.61	30.43	31.25	32.07	32.90	33.72	34.54	35.36
	O	41.94	43.17	44.42	45.65	46.88	48.11	49.35	50.58	51.51	51.51
8	B	29.14	30.05	30.97	31.88	32.79	33.70	34.61	35.52	36.43	37.34
	O	43.71	45.08	46.46	47.82	49.19	50.55	51.51	51.51	51.51	51.51
9	B	31.18	32.19	33.20	34.20	35.21	36.22	37.22	38.23	39.23	40.24
	O	46.77	48.29	49.80	51.30	51.51	51.51	51.51	51.51	51.51	51.51
10	B	34.34	35.45	36.56	37.66	38.77	39.88	40.99	42.09	43.20	44.31
	O	51.51	51.51	51.51	51.51	51.51	51.51	51.51	51.51	51.51	51.51
11	B	36.51	37.73	38.95	40.17	41.38	42.60	43.82	45.03	46.25	47.47
	O	51.51	51.51	51.51	51.51	51.51	51.51	51.51	51.51	51.51	51.51
12	B	43.76	45.22	46.68	48.14	49.60	51.06	52.52	53.98	55.44	56.89
	O	51.51	51.51	51.51	51.51	51.51	51.51	52.52	53.98	55.44	56.89
13	B	52.04	53.78	55.51	57.25	58.98	60.72	62.45	64.18	65.92	67.65
	O	52.04	53.78	55.51	57.25	58.98	60.72	62.45	64.18	65.92	67.65
14	B	61.50	63.55	65.60	67.65	69.70	71.75	73.80	75.85	77.90	79.95
	O	61.50	63.55	65.60	67.65	69.70	71.75	73.80	75.85	77.90	79.95
15	B	72.34	74.75	77.16	79.57	81.98	84.39	86.80	89.22	91.63	94.04
	O	72.34	74.75	77.16	79.57	81.98	84.39	86.80	89.22	91.63	94.04

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/>