

Salary Table 2026-BOS (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 32.58%
For the Locality Pay Area of Boston-Worcester-Providence, MA-RI-NH-CT-ME-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	\$ 14.35	\$ 14.83	\$ 15.30	\$ 15.78	\$ 16.26	\$ 16.53	\$ 17.01	\$ 17.48	\$ 17.50	\$ 17.94
	O	21.53	22.25	22.95	23.67	24.39	24.80	25.52	26.22	26.25	26.91
2	B	16.13	16.52	17.05	17.50	17.70	18.22	18.74	19.26	19.78	20.30
	O	24.20	24.78	25.58	26.25	26.55	27.33	28.11	28.89	29.67	30.45
3	B	21.12	21.71	22.30	22.89	23.47	24.06	24.65	25.23	25.82	26.41
	O	31.68	32.57	33.45	34.34	35.21	36.09	36.98	37.85	38.73	39.62
4	B	23.71	24.37	25.03	25.69	26.35	27.01	27.66	28.32	28.98	29.64
	O	35.57	36.56	37.55	38.54	39.53	40.52	41.49	42.48	43.47	44.46
5	B	27.26	28.00	28.74	29.48	30.21	30.95	31.69	32.42	33.16	33.90
	O	40.89	42.00	43.11	44.22	45.32	46.43	47.54	48.63	49.74	50.85
6	B	28.75	29.57	30.39	31.21	32.03	32.86	33.68	34.50	35.32	36.14
	O	43.13	44.36	45.59	46.82	48.05	49.29	50.52	51.75	52.98	54.21
7	B	31.04	31.95	32.86	33.77	34.69	35.60	36.51	37.43	38.34	39.25
	O	46.56	47.93	49.29	50.66	52.04	53.40	54.77	56.15	57.18	57.18
8	B	32.35	33.36	34.37	35.38	36.39	37.40	38.41	39.42	40.43	41.44
	O	48.53	50.04	51.56	53.07	54.59	56.10	57.18	57.18	57.18	57.18
9	B	34.61	35.73	36.85	37.96	39.08	40.20	41.31	42.43	43.55	44.66
	O	51.92	53.60	55.28	56.94	57.18	57.18	57.18	57.18	57.18	57.18
10	B	38.12	39.34	40.57	41.80	43.03	44.26	45.49	46.72	47.95	49.18
	O	57.18	57.18	57.18	57.18	57.18	57.18	57.18	57.18	57.18	57.18
11	B	40.53	41.88	43.23	44.58	45.93	47.28	48.63	49.99	51.34	52.69
	O	57.18	57.18	57.18	57.18	57.18	57.18	57.18	57.18	57.18	57.18
12	B	48.57	50.19	51.81	53.43	55.05	56.67	58.29	59.91	61.53	63.15
	O	57.18	57.18	57.18	57.18	57.18	57.18	58.29	59.91	61.53	63.15
13	B	57.76	59.69	61.61	63.54	65.46	67.39	69.31	71.24	73.17	75.09
	O	57.76	59.69	61.61	63.54	65.46	67.39	69.31	71.24	73.17	75.09
14	B	68.26	70.53	72.81	75.08	77.36	79.63	81.91	84.19	86.46	88.74
	O	68.26	70.53	72.81	75.08	77.36	79.63	81.91	84.19	86.46	88.74
15	B	80.29	82.96	85.64	88.32	90.99	93.67	94.49	94.49	94.49	94.49
	O	80.29	82.96	85.64	88.32	90.99	93.67	94.49	94.49	94.49	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/>