

Salary Table 2026-BU (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.41%
For the Locality Pay Area of Buffalo-Cheektowaga-Olean, NY
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	\$ 13.25	\$ 13.69	\$ 14.13	\$ 14.57	\$ 15.01	\$ 15.27	\$ 15.70	\$ 16.14	\$ 16.16	\$ 16.57
	O	19.88	20.54	21.20	21.86	22.52	22.91	23.55	24.21	24.24	24.86
2	B	14.89	15.25	15.74	16.16	16.34	16.82	17.30	17.78	18.26	18.74
	O	22.34	22.88	23.61	24.24	24.51	25.23	25.95	26.67	27.39	28.11
3	B	19.50	20.05	20.59	21.13	21.67	22.21	22.76	23.30	23.84	24.38
	O	29.25	30.08	30.89	31.70	32.51	33.32	34.14	34.95	35.76	36.57
4	B	21.89	22.50	23.11	23.72	24.33	24.93	25.54	26.15	26.76	27.37
	O	32.84	33.75	34.67	35.58	36.50	37.40	38.31	39.23	40.14	41.06
5	B	25.17	25.85	26.53	27.21	27.90	28.58	29.26	29.94	30.62	31.30
	O	37.76	38.78	39.80	40.82	41.85	42.87	43.89	44.91	45.93	46.95
6	B	26.54	27.30	28.06	28.82	29.58	30.34	31.09	31.85	32.61	33.37
	O	39.81	40.95	42.09	43.23	44.37	45.51	46.64	47.78	48.92	50.06
7	B	28.65	29.50	30.34	31.18	32.03	32.87	33.71	34.55	35.40	36.24
	O	42.98	44.25	45.51	46.77	48.05	49.31	50.57	51.83	52.79	52.79
8	B	29.87	30.80	31.73	32.67	33.60	34.53	35.47	36.40	37.33	38.26
	O	44.81	46.20	47.60	49.01	50.40	51.80	52.79	52.79	52.79	52.79
9	B	31.96	32.99	34.02	35.05	36.08	37.11	38.14	39.18	40.21	41.24
	O	47.94	49.49	51.03	52.58	52.79	52.79	52.79	52.79	52.79	52.79
10	B	35.19	36.33	37.46	38.60	39.73	40.87	42.00	43.14	44.27	45.41
	O	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79
11	B	37.42	38.67	39.91	41.16	42.41	43.66	44.90	46.15	47.40	48.65
	O	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79	52.79
12	B	44.85	46.34	47.84	49.33	50.83	52.32	53.82	55.31	56.81	58.30
	O	52.79	52.79	52.79	52.79	52.79	52.79	53.82	55.31	56.81	58.30
13	B	53.33	55.11	56.89	58.66	60.44	62.22	64.00	65.78	67.55	69.33
	O	53.33	55.11	56.89	58.66	60.44	62.22	64.00	65.78	67.55	69.33
14	B	63.02	65.12	67.22	69.32	71.43	73.53	75.63	77.73	79.83	81.93
	O	63.02	65.12	67.22	69.32	71.43	73.53	75.63	77.73	79.83	81.93
15	B	74.13	76.60	79.07	81.54	84.01	86.48	88.95	91.43	93.90	94.49
	O	74.13	76.60	79.07	81.54	84.01	86.48	88.95	91.43	93.90	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/>