

Salary Table 2026-CHI (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 30.86%
For the Locality Pay Area of Chicago-Naperville, IL-IN-WI
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	\$ 14.16	\$ 14.64	\$ 15.11	\$ 15.58	\$ 16.05	\$ 16.32	\$ 16.79	\$ 17.25	\$ 17.27	\$ 17.71
	O	21.24	21.96	22.67	23.37	24.08	24.48	25.19	25.88	25.91	26.57
2	B	15.92	16.30	16.83	17.27	17.47	17.98	18.49	19.01	19.52	20.04
	O	23.88	24.45	25.25	25.91	26.21	26.97	27.74	28.52	29.28	30.06
3	B	20.85	21.43	22.01	22.59	23.17	23.75	24.33	24.91	25.48	26.06
	O	31.28	32.15	33.02	33.89	34.76	35.63	36.50	37.37	38.22	39.09
4	B	23.40	24.05	24.70	25.35	26.00	26.66	27.31	27.96	28.61	29.26
	O	35.10	36.08	37.05	38.03	39.00	39.99	40.97	41.94	42.92	43.89
5	B	26.91	27.64	28.37	29.09	29.82	30.55	31.28	32.00	32.73	33.46
	O	40.37	41.46	42.56	43.64	44.73	45.83	46.92	48.00	49.10	50.19
6	B	28.38	29.19	30.00	30.81	31.62	32.43	33.24	34.05	34.86	35.67
	O	42.57	43.79	45.00	46.22	47.43	48.65	49.86	51.08	52.29	53.51
7	B	30.63	31.53	32.43	33.34	34.24	35.14	36.04	36.94	37.84	38.74
	O	45.95	47.30	48.65	50.01	51.36	52.71	54.06	55.41	56.43	56.43
8	B	31.93	32.93	33.92	34.92	35.92	36.92	37.91	38.91	39.91	40.91
	O	47.90	49.40	50.88	52.38	53.88	55.38	56.43	56.43	56.43	56.43
9	B	34.16	35.27	36.37	37.47	38.57	39.68	40.78	41.88	42.98	44.08
	O	51.24	52.91	54.56	56.21	56.43	56.43	56.43	56.43	56.43	56.43
10	B	37.62	38.83	40.05	41.26	42.47	43.69	44.90	46.11	47.33	48.54
	O	56.43	56.43	56.43	56.43	56.43	56.43	56.43	56.43	56.43	56.43
11	B	40.00	41.33	42.67	44.00	45.34	46.67	48.00	49.34	50.67	52.00
	O	56.43	56.43	56.43	56.43	56.43	56.43	56.43	56.43	56.43	56.43
12	B	47.94	49.54	51.14	52.74	54.34	55.94	57.53	59.13	60.73	62.33
	O	56.43	56.43	56.43	56.43	56.43	56.43	57.53	59.13	60.73	62.33
13	B	57.01	58.91	60.81	62.71	64.61	66.51	68.42	70.32	72.22	74.12
	O	57.01	58.91	60.81	62.71	64.61	66.51	68.42	70.32	72.22	74.12
14	B	67.37	69.62	71.86	74.11	76.36	78.60	80.85	83.09	85.34	87.59
	O	67.37	69.62	71.86	74.11	76.36	78.60	80.85	83.09	85.34	87.59
15	B	79.25	81.89	84.53	87.17	89.81	92.45	94.49	94.49	94.49	94.49
	O	79.25	81.89	84.53	87.17	89.81	92.45	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/>