

Salary Table 2026-CLE (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.23%
For the Locality Pay Area of Cleveland-Akron-Canton, OH-PA
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	\$ 13.23	\$ 13.67	\$ 14.11	\$ 14.55	\$ 14.99	\$ 15.24	\$ 15.68	\$ 16.12	\$ 16.14	\$ 16.54
	O	19.85	20.51	21.17	21.83	22.49	22.86	23.52	24.18	24.21	24.81
2	B	14.87	15.23	15.72	16.14	16.32	16.80	17.28	17.75	18.23	18.71
	O	22.31	22.85	23.58	24.21	24.48	25.20	25.92	26.63	27.35	28.07
3	B	19.47	20.02	20.56	21.10	21.64	22.18	22.72	23.26	23.80	24.35
	O	29.21	30.03	30.84	31.65	32.46	33.27	34.08	34.89	35.70	36.53
4	B	21.86	22.47	23.07	23.68	24.29	24.90	25.50	26.11	26.72	27.33
	O	32.79	33.71	34.61	35.52	36.44	37.35	38.25	39.17	40.08	41.00
5	B	25.14	25.82	26.50	27.17	27.85	28.53	29.21	29.89	30.57	31.25
	O	37.71	38.73	39.75	40.76	41.78	42.80	43.82	44.84	45.86	46.88
6	B	26.51	27.26	28.02	28.78	29.53	30.29	31.05	31.81	32.56	33.32
	O	39.77	40.89	42.03	43.17	44.30	45.44	46.58	47.72	48.84	49.98
7	B	28.61	29.45	30.30	31.14	31.98	32.82	33.66	34.50	35.35	36.19
	O	42.92	44.18	45.45	46.71	47.97	49.23	50.49	51.75	52.71	52.71
8	B	29.82	30.75	31.69	32.62	33.55	34.48	35.41	36.34	37.28	38.21
	O	44.73	46.13	47.54	48.93	50.33	51.72	52.71	52.71	52.71	52.71
9	B	31.91	32.94	33.97	35.00	36.03	37.06	38.09	39.12	40.15	41.18
	O	47.87	49.41	50.96	52.50	52.71	52.71	52.71	52.71	52.71	52.71
10	B	35.14	36.27	37.41	38.54	39.67	40.81	41.94	43.07	44.21	45.34
	O	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71
11	B	37.36	38.61	39.85	41.10	42.35	43.59	44.84	46.08	47.33	48.57
	O	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71
12	B	44.78	46.28	47.77	49.26	50.75	52.25	53.74	55.23	56.73	58.22
	O	52.71	52.71	52.71	52.71	52.71	52.71	53.74	55.23	56.73	58.22
13	B	53.25	55.03	56.80	58.58	60.35	62.13	63.90	65.68	67.45	69.23
	O	53.25	55.03	56.80	58.58	60.35	62.13	63.90	65.68	67.45	69.23
14	B	62.93	65.03	67.12	69.22	71.32	73.42	75.52	77.61	79.71	81.81
	O	62.93	65.03	67.12	69.22	71.32	73.42	75.52	77.61	79.71	81.81
15	B	74.02	76.49	78.95	81.42	83.89	86.36	88.82	91.29	93.76	94.49
	O	74.02	76.49	78.95	81.42	83.89	86.36	88.82	91.29	93.76	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/>