

Salary Table 2026-COL (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.15%
For the Locality Pay Area of Columbus-Marion-Zanesville, OH
Total Increase: 1%
Effective January 2026

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,586	\$ 28,511	\$ 29,428	\$ 30,342	\$ 31,257	\$ 31,793	\$ 32,701	\$ 33,614	\$ 33,652	\$ 34,505
2	31,018	31,755	32,784	33,652	34,029	35,029	36,029	37,030	38,030	39,031
3	40,617	41,746	42,875	44,003	45,132	46,261	47,389	48,518	49,647	50,775
4	45,592	46,859	48,126	49,393	50,659	51,926	53,193	54,459	55,726	56,993
5	52,426	53,842	55,259	56,676	58,093	59,510	60,927	62,344	63,761	65,178
6	55,280	56,860	58,439	60,018	61,598	63,177	64,757	66,336	67,915	69,495
7	59,675	61,430	63,186	64,941	66,696	68,452	70,207	71,962	73,718	75,473
8	62,199	64,142	66,086	68,029	69,972	71,916	73,859	75,803	77,746	79,689
9	66,553	68,701	70,848	72,996	75,143	77,290	79,438	81,585	83,733	85,880
10	73,289	75,652	78,016	80,380	82,743	85,107	87,470	89,834	92,198	94,561
11	77,926	80,524	83,122	85,720	88,318	90,916	93,514	96,113	98,711	101,309
12	93,400	96,513	99,627	102,740	105,854	108,968	112,081	115,195	118,308	121,422
13	111,065	114,767	118,470	122,172	125,874	129,577	133,279	136,981	140,684	144,386
14	131,245	135,621	139,996	144,372	148,747	153,122	157,498	161,873	166,249	170,624
15	154,378	159,524	164,670	169,817	174,963	180,109	185,255	190,401	195,547	197,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>