

Salary Table 2026-CT (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 19.67%
For the Locality Pay Area of Charlotte-Concord, NC-SC
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	\$ 12.95	\$ 13.38	\$ 13.81	\$ 14.24	\$ 14.67	\$ 14.92	\$ 15.35	\$ 15.78	\$ 15.80	\$ 16.20
	O	19.43	20.07	20.72	21.36	22.01	22.38	23.03	23.67	23.70	24.30
2	B	14.56	14.91	15.39	15.80	15.97	16.44	16.91	17.38	17.85	18.32
	O	21.84	22.37	23.09	23.70	23.96	24.66	25.37	26.07	26.78	27.48
3	B	19.07	19.60	20.13	20.66	21.19	21.72	22.25	22.78	23.31	23.84
	O	28.61	29.40	30.20	30.99	31.79	32.58	33.38	34.17	34.97	35.76
4	B	21.40	22.00	22.59	23.19	23.78	24.38	24.97	25.56	26.16	26.75
	O	32.10	33.00	33.89	34.79	35.67	36.57	37.46	38.34	39.24	40.13
5	B	24.61	25.28	25.94	26.61	27.27	27.94	28.60	29.27	29.93	30.60
	O	36.92	37.92	38.91	39.92	40.91	41.91	42.90	43.91	44.90	45.90
6	B	25.95	26.69	27.43	28.17	28.92	29.66	30.40	31.14	31.88	32.62
	O	38.93	40.04	41.15	42.26	43.38	44.49	45.60	46.71	47.82	48.93
7	B	28.01	28.84	29.66	30.49	31.31	32.13	32.96	33.78	34.61	35.43
	O	42.02	43.26	44.49	45.74	46.97	48.20	49.44	50.67	51.60	51.60
8	B	29.20	30.11	31.02	31.93	32.85	33.76	34.67	35.58	36.50	37.41
	O	43.80	45.17	46.53	47.90	49.28	50.64	51.60	51.60	51.60	51.60
9	B	31.24	32.25	33.26	34.27	35.27	36.28	37.29	38.30	39.31	40.31
	O	46.86	48.38	49.89	51.41	51.60	51.60	51.60	51.60	51.60	51.60
10	B	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28	44.39
	O	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60
11	B	36.58	37.80	39.02	40.24	41.46	42.68	43.90	45.12	46.34	47.56
	O	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60
12	B	43.84	45.31	46.77	48.23	49.69	51.15	52.61	54.08	55.54	57.00
	O	51.60	51.60	51.60	51.60	51.60	51.60	52.61	54.08	55.54	57.00
13	B	52.14	53.87	55.61	57.35	59.09	60.83	62.56	64.30	66.04	67.78
	O	52.14	53.87	55.61	57.35	59.09	60.83	62.56	64.30	66.04	67.78
14	B	61.61	63.66	65.72	67.77	69.83	71.88	73.93	75.99	78.04	80.10
	O	61.61	63.66	65.72	67.77	69.83	71.88	73.93	75.99	78.04	80.10
15	B	72.47	74.89	77.30	79.72	82.13	84.55	86.96	89.38	91.80	94.21
	O	72.47	74.89	77.30	79.72	82.13	84.55	86.96	89.38	91.80	94.21

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/>