

Salary Table 2026-DCB (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 33.94%
For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-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	\$ 14.49	\$ 14.98	\$ 15.46	\$ 15.94	\$ 16.42	\$ 16.70	\$ 17.18	\$ 17.66	\$ 17.68	\$ 18.13
	O	21.74	22.47	23.19	23.91	24.63	25.05	25.77	26.49	26.52	27.20
2	B	16.30	16.68	17.22	17.68	17.88	18.40	18.93	19.46	19.98	20.51
	O	24.45	25.02	25.83	26.52	26.82	27.60	28.40	29.19	29.97	30.77
3	B	21.34	21.93	22.53	23.12	23.71	24.31	24.90	25.49	26.08	26.68
	O	32.01	32.90	33.80	34.68	35.57	36.47	37.35	38.24	39.12	40.02
4	B	23.95	24.62	25.29	25.95	26.62	27.28	27.95	28.61	29.28	29.94
	O	35.93	36.93	37.94	38.93	39.93	40.92	41.93	42.92	43.92	44.91
5	B	27.54	28.29	29.03	29.78	30.52	31.27	32.01	32.76	33.50	34.24
	O	41.31	42.44	43.55	44.67	45.78	46.91	48.02	49.14	50.25	51.36
6	B	29.04	29.87	30.70	31.53	32.36	33.19	34.02	34.85	35.68	36.51
	O	43.56	44.81	46.05	47.30	48.54	49.79	51.03	52.28	53.52	54.77
7	B	31.35	32.28	33.20	34.12	35.04	35.97	36.89	37.81	38.73	39.65
	O	47.03	48.42	49.80	51.18	52.56	53.96	55.34	56.72	57.77	57.77
8	B	32.68	33.70	34.72	35.74	36.76	37.78	38.81	39.83	40.85	41.87
	O	49.02	50.55	52.08	53.61	55.14	56.67	57.77	57.77	57.77	57.77
9	B	34.97	36.10	37.22	38.35	39.48	40.61	41.74	42.87	43.99	45.12
	O	52.46	54.15	55.83	57.53	57.77	57.77	57.77	57.77	57.77	57.77
10	B	38.51	39.75	40.99	42.23	43.47	44.72	45.96	47.20	48.44	49.68
	O	57.77	57.77	57.77	57.77	57.77	57.77	57.77	57.77	57.77	57.77
11	B	40.94	42.31	43.67	45.04	46.40	47.77	49.13	50.50	51.86	53.23
	O	57.77	57.77	57.77	57.77	57.77	57.77	57.77	57.77	57.77	57.77
12	B	49.07	50.71	52.34	53.98	55.62	57.25	58.89	60.52	62.16	63.80
	O	57.77	57.77	57.77	57.77	57.77	57.77	58.89	60.52	62.16	63.80
13	B	58.35	60.30	62.24	64.19	66.14	68.08	70.03	71.97	73.92	75.86
	O	58.35	60.30	62.24	64.19	66.14	68.08	70.03	71.97	73.92	75.86
14	B	68.96	71.26	73.55	75.85	78.15	80.45	82.75	85.05	87.35	89.65
	O	68.96	71.26	73.55	75.85	78.15	80.45	82.75	85.05	87.35	89.65
15	B	81.11	83.82	86.52	89.22	91.93	94.49	94.49	94.49	94.49	94.49
	O	81.11	83.82	86.52	89.22	91.93	94.49	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/>