

Salary Table 2026-DEN (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 30.52%
For the Locality Pay Area of Denver-Aurora, CO
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	\$ 14.12	\$ 14.60	\$ 15.07	\$ 15.53	\$ 16.00	\$ 16.28	\$ 16.74	\$ 17.21	\$ 17.23	\$ 17.67
	O	21.18	21.90	22.61	23.30	24.00	24.42	25.11	25.82	25.85	26.51
2	B	15.88	16.26	16.78	17.23	17.42	17.93	18.45	18.96	19.47	19.98
	O	23.82	24.39	25.17	25.85	26.13	26.90	27.68	28.44	29.21	29.97
3	B	20.80	21.37	21.95	22.53	23.11	23.69	24.26	24.84	25.42	26.00
	O	31.20	32.06	32.93	33.80	34.67	35.54	36.39	37.26	38.13	39.00
4	B	23.34	23.99	24.64	25.29	25.94	26.59	27.23	27.88	28.53	29.18
	O	35.01	35.99	36.96	37.94	38.91	39.89	40.85	41.82	42.80	43.77
5	B	26.84	27.57	28.29	29.02	29.74	30.47	31.19	31.92	32.64	33.37
	O	40.26	41.36	42.44	43.53	44.61	45.71	46.79	47.88	48.96	50.06
6	B	28.30	29.11	29.92	30.73	31.54	32.35	33.15	33.96	34.77	35.58
	O	42.45	43.67	44.88	46.10	47.31	48.53	49.73	50.94	52.16	53.37
7	B	30.55	31.45	32.35	33.25	34.15	35.05	35.95	36.84	37.74	38.64
	O	45.83	47.18	48.53	49.88	51.23	52.58	53.93	55.26	56.28	56.28
8	B	31.85	32.84	33.84	34.83	35.83	36.82	37.82	38.81	39.80	40.80
	O	47.78	49.26	50.76	52.25	53.75	55.23	56.28	56.28	56.28	56.28
9	B	34.07	35.17	36.27	37.37	38.47	39.57	40.67	41.77	42.87	43.97
	O	51.11	52.76	54.41	56.06	56.28	56.28	56.28	56.28	56.28	56.28
10	B	37.52	38.73	39.94	41.15	42.36	43.57	44.78	45.99	47.20	48.41
	O	56.28	56.28	56.28	56.28	56.28	56.28	56.28	56.28	56.28	56.28
11	B	39.90	41.23	42.56	43.89	45.22	46.55	47.88	49.21	50.54	51.87
	O	56.28	56.28	56.28	56.28	56.28	56.28	56.28	56.28	56.28	56.28
12	B	47.82	49.41	51.01	52.60	54.20	55.79	57.38	58.98	60.57	62.17
	O	56.28	56.28	56.28	56.28	56.28	56.28	57.38	58.98	60.57	62.17
13	B	56.86	58.76	60.66	62.55	64.45	66.34	68.24	70.13	72.03	73.92
	O	56.86	58.76	60.66	62.55	64.45	66.34	68.24	70.13	72.03	73.92
14	B	67.20	69.44	71.68	73.92	76.16	78.40	80.64	82.88	85.12	87.36
	O	67.20	69.44	71.68	73.92	76.16	78.40	80.64	82.88	85.12	87.36
15	B	79.04	81.67	84.31	86.94	89.58	92.21	94.49	94.49	94.49	94.49
	O	79.04	81.67	84.31	86.94	89.58	92.21	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/>