

Salary Table 2026-FN (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.65%
For the Locality Pay Area of Fresno-Madera-Hanford, CA
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	\$ 12.73	\$ 13.16	\$ 13.58	\$ 14.00	\$ 14.43	\$ 14.67	\$ 15.09	\$ 15.51	\$ 15.53	\$ 15.92
	O	19.10	19.74	20.37	21.00	21.65	22.01	22.64	23.27	23.30	23.88
2	B	14.31	14.66	15.13	15.53	15.70	16.17	16.63	17.09	17.55	18.01
	O	21.47	21.99	22.70	23.30	23.55	24.26	24.95	25.64	26.33	27.02
3	B	18.75	19.27	19.79	20.31	20.83	21.35	21.87	22.39	22.91	23.43
	O	28.13	28.91	29.69	30.47	31.25	32.03	32.81	33.59	34.37	35.15
4	B	21.04	21.63	22.21	22.79	23.38	23.96	24.55	25.13	25.72	26.30
	O	31.56	32.45	33.32	34.19	35.07	35.94	36.83	37.70	38.58	39.45
5	B	24.19	24.85	25.50	26.16	26.81	27.46	28.12	28.77	29.43	30.08
	O	36.29	37.28	38.25	39.24	40.22	41.19	42.18	43.16	44.15	45.12
6	B	25.51	26.24	26.97	27.70	28.43	29.16	29.89	30.61	31.34	32.07
	O	38.27	39.36	40.46	41.55	42.65	43.74	44.84	45.92	47.01	48.11
7	B	27.54	28.35	29.16	29.97	30.78	31.59	32.40	33.21	34.02	34.83
	O	41.31	42.53	43.74	44.96	46.17	47.39	48.60	49.82	50.73	50.73
8	B	28.70	29.60	30.50	31.40	32.29	33.19	34.09	34.98	35.88	36.78
	O	43.05	44.40	45.75	47.10	48.44	49.79	50.73	50.73	50.73	50.73
9	B	30.71	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.64	39.63
	O	46.07	47.57	49.05	50.54	50.73	50.73	50.73	50.73	50.73	50.73
10	B	33.82	34.91	36.00	37.10	38.19	39.28	40.37	41.46	42.55	43.64
	O	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73
11	B	35.96	37.16	38.36	39.56	40.76	41.96	43.16	44.36	45.56	46.75
	O	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73
12	B	43.10	44.54	45.98	47.41	48.85	50.29	51.73	53.16	54.60	56.04
	O	50.73	50.73	50.73	50.73	50.73	50.73	51.73	53.16	54.60	56.04
13	B	51.26	52.97	54.67	56.38	58.09	59.80	61.51	63.22	64.93	66.63
	O	51.26	52.97	54.67	56.38	58.09	59.80	61.51	63.22	64.93	66.63
14	B	60.57	62.59	64.61	66.63	68.65	70.67	72.69	74.71	76.72	78.74
	O	60.57	62.59	64.61	66.63	68.65	70.67	72.69	74.71	76.72	78.74
15	B	71.25	73.62	76.00	78.37	80.75	83.12	85.50	87.87	90.25	92.62
	O	71.25	73.62	76.00	78.37	80.75	83.12	85.50	87.87	90.25	92.62

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/>