

Salary Table 2026-GX (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and No Locality Payment
For Areas Outside the United States
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	\$ 10.82	\$ 11.18	\$ 11.54	\$ 11.90	\$ 12.26	\$ 12.47	\$ 12.83	\$ 13.19	\$ 13.20	\$ 13.54
	O	16.23	16.77	17.31	17.85	18.39	18.71	19.25	19.79	19.80	20.31
2	B	12.17	12.46	12.86	13.20	13.35	13.74	14.13	14.53	14.92	15.31
	O	18.26	18.69	19.29	19.80	20.03	20.61	21.20	21.80	22.38	22.97
3	B	15.93	16.38	16.82	17.26	17.70	18.15	18.59	19.03	19.47	19.92
	O	23.90	24.57	25.23	25.89	26.55	27.23	27.89	28.55	29.21	29.88
4	B	17.88	18.38	18.88	19.38	19.87	20.37	20.87	21.36	21.86	22.36
	O	26.82	27.57	28.32	29.07	29.81	30.56	31.31	32.04	32.79	33.54
5	B	20.56	21.12	21.68	22.23	22.79	23.34	23.90	24.46	25.01	25.57
	O	30.84	31.68	32.52	33.35	34.19	35.01	35.85	36.69	37.52	38.36
6	B	21.68	22.30	22.92	23.54	24.16	24.78	25.40	26.02	26.64	27.26
	O	32.52	33.45	34.38	35.31	36.24	37.17	38.10	39.03	39.96	40.89
7	B	23.41	24.10	24.79	25.47	26.16	26.85	27.54	28.23	28.92	29.61
	O	35.12	36.15	37.19	38.21	39.24	40.28	41.31	42.35	43.13	43.13
8	B	24.40	25.16	25.92	26.69	27.45	28.21	28.97	29.74	30.50	31.26
	O	36.60	37.74	38.88	40.04	41.18	42.32	43.13	43.13	43.13	43.13
9	B	26.11	26.95	27.79	28.63	29.48	30.32	31.16	32.00	32.85	33.69
	O	39.17	40.43	41.69	42.95	43.13	43.13	43.13	43.13	43.13	43.13
10	B	28.75	29.68	30.60	31.53	32.46	33.38	34.31	35.24	36.17	37.09
	O	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13
11	B	30.57	31.59	32.61	33.63	34.64	35.66	36.68	37.70	38.72	39.74
	O	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13	43.13
12	B	36.64	37.86	39.08	40.30	41.52	42.74	43.97	45.19	46.41	47.63
	O	43.13	43.13	43.13	43.13	43.13	43.13	43.97	45.19	46.41	47.63
13	B	43.57	45.02	46.47	47.92	49.38	50.83	52.28	53.73	55.19	56.64
	O	43.57	45.02	46.47	47.92	49.38	50.83	52.28	53.73	55.19	56.64
14	B	51.48	53.20	54.92	56.63	58.35	60.07	61.78	63.50	65.21	66.93
	O	51.48	53.20	54.92	56.63	58.35	60.07	61.78	63.50	65.21	66.93
15	B	60.56	62.58	64.60	66.61	68.63	70.65	72.67	74.69	76.71	78.73
	O	60.56	62.58	64.60	66.61	68.63	70.65	72.67	74.69	76.71	78.73

Note: "Law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are entitled to 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.