Salary Table 2026-HAR (LEO)

Including Special Base Rates at GS-3 through GS-10 and

Incorporating the 1% General Schedule Increase and a Locality Payment of 32.08%

For the Locality Pay Area of Hartford-East Hartford, CT-MA

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	$ 14.29	$ 14.77	$ 15.25	$ 15.72	$ 16.19	$ 16.47	$ 16.94	$ 17.42	$ 17.44	$ 17.88
	O	*21.44*	*22.16*	*22.88*	*23.58*	*24.29*	*24.71*	*25.41*	*26.13*	*26.16*	*26.82*
2	B	16.07	16.45	16.99	17.44	17.63	18.15	18.67	19.19	19.70	20.22
	O	*24.11*	*24.68*	*25.49*	*26.16*	*26.45*	*27.23*	*28.01*	*28.79*	*29.55*	*30.33*
3	B	21.04	21.63	22.21	22.80	23.38	23.97	24.55	25.14	25.72	26.31
	O	*31.56*	*32.45*	*33.32*	*34.20*	*35.07*	*35.96*	*36.83*	*37.71*	*38.58*	*39.47*
4	B	23.62	24.28	24.93	25.59	26.25	26.90	27.56	28.22	28.87	29.53
	O	*35.43*	*36.42*	*37.40*	*38.39*	*39.38*	*40.35*	*41.34*	*42.33*	*43.31*	*44.30*
5	B	27.16	27.90	28.63	29.36	30.10	30.83	31.57	32.30	33.03	33.77
	O	*40.74*	*41.85*	*42.95*	*44.04*	*45.15*	*46.25*	*47.36*	*48.45*	*49.55*	*50.66*
6	B	28.64	29.46	30.28	31.10	31.91	32.73	33.55	34.37	35.19	36.01
	O	*42.96*	*44.19*	*45.42*	*46.65*	*47.87*	*49.10*	*50.33*	*51.56*	*52.79*	*54.02*
7	B	30.92	31.83	32.74	33.65	34.56	35.47	36.37	37.28	38.19	39.10
	O	*46.38*	*47.75*	*49.11*	*50.48*	*51.84*	*53.21*	*54.56*	*55.92*	*56.96*	*56.96*
8	B	32.23	33.23	34.24	35.25	36.25	37.26	38.27	39.27	40.28	41.29
	O	*48.35*	*49.85*	*51.36*	*52.88*	*54.38*	*55.89*	*56.96*	*56.96*	*56.96*	*56.96*
9	B	34.48	35.59	36.71	37.82	38.93	40.05	41.16	42.27	43.38	44.49
	O	*51.72*	*53.39*	*55.07*	*56.73*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*
10	B	37.97	39.20	40.42	41.65	42.87	44.09	45.32	46.54	47.77	48.99
	O	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*
11	B	40.37	41.72	43.07	44.41	45.76	47.10	48.45	49.80	51.14	52.49
	O	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*
12	B	48.39	50.00	51.62	53.23	54.84	56.46	58.07	59.68	61.30	62.91
	O	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*56.96*	*58.07*	*59.68*	*61.30*	*62.91*
13	B	57.54	59.46	61.38	63.30	65.22	67.13	69.05	70.97	72.89	74.81
	O	*57.54*	*59.46*	*61.38*	*63.30*	*65.22*	*67.13*	*69.05*	*70.97*	*72.89*	*74.81*
14	B	68.00	70.27	72.53	74.80	77.07	79.33	81.60	83.87	86.14	88.40
	O	*68.00*	*70.27*	*72.53*	*74.80*	*77.07*	*79.33*	*81.60*	*83.87*	*86.14*	*88.40*
15	B	79.98	82.65	85.32	87.98	90.65	93.32	94.49	94.49	94.49	94.49
	O	*79.98*	*82.65*	*85.32*	*87.98*	*90.65*	*93.32*	*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/