

Salary Table 2026-IND (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.15%
For the Locality Pay Area of Indianapolis-Carmel-Muncie, IN
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	\$ 12.79	\$ 13.21	\$ 13.64	\$ 14.06	\$ 14.49	\$ 14.74	\$ 15.16	\$ 15.58	\$ 15.60	\$ 15.99
	O	19.19	19.82	20.46	21.09	21.74	22.11	22.74	23.37	23.40	23.99
2	B	14.38	14.72	15.19	15.60	15.77	16.23	16.70	17.16	17.63	18.09
	O	21.57	22.08	22.79	23.40	23.66	24.35	25.05	25.74	26.45	27.14
3	B	18.82	19.35	19.87	20.39	20.92	21.44	21.96	22.49	23.01	23.53
	O	28.23	29.03	29.81	30.59	31.38	32.16	32.94	33.74	34.52	35.30
4	B	21.13	21.72	22.30	22.89	23.48	24.07	24.65	25.24	25.83	26.41
	O	31.70	32.58	33.45	34.34	35.22	36.11	36.98	37.86	38.75	39.62
5	B	24.30	24.95	25.61	26.27	26.92	27.58	28.24	28.89	29.55	30.21
	O	36.45	37.43	38.42	39.41	40.38	41.37	42.36	43.34	44.33	45.32
6	B	25.62	26.35	27.08	27.82	28.55	29.28	30.01	30.74	31.48	32.21
	O	38.43	39.53	40.62	41.73	42.83	43.92	45.02	46.11	47.22	48.32
7	B	27.66	28.47	29.28	30.10	30.91	31.72	32.54	33.35	34.17	34.98
	O	41.49	42.71	43.92	45.15	46.37	47.58	48.81	50.03	50.96	50.96
8	B	28.83	29.73	30.63	31.53	32.43	33.33	34.23	35.13	36.03	36.93
	O	43.25	44.60	45.95	47.30	48.65	50.00	50.96	50.96	50.96	50.96
9	B	30.85	31.84	32.84	33.83	34.83	35.82	36.82	37.81	38.81	39.80
	O	46.28	47.76	49.26	50.75	50.96	50.96	50.96	50.96	50.96	50.96
10	B	33.97	35.06	36.16	37.25	38.35	39.44	40.54	41.63	42.73	43.83
	O	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96
11	B	36.12	37.32	38.52	39.73	40.93	42.14	43.34	44.54	45.75	46.95
	O	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96	50.96
12	B	43.29	44.73	46.17	47.62	49.06	50.50	51.95	53.39	54.83	56.28
	O	50.96	50.96	50.96	50.96	50.96	50.96	51.95	53.39	54.83	56.28
13	B	51.47	53.19	54.91	56.62	58.34	60.05	61.77	63.49	65.20	66.92
	O	51.47	53.19	54.91	56.62	58.34	60.05	61.77	63.49	65.20	66.92
14	B	60.83	62.86	64.88	66.91	68.94	70.97	72.99	75.02	77.05	79.08
	O	60.83	62.86	64.88	66.91	68.94	70.97	72.99	75.02	77.05	79.08
15	B	71.55	73.93	76.32	78.70	81.09	83.47	85.86	88.24	90.63	93.01
	O	71.55	73.93	76.32	78.70	81.09	83.47	85.86	88.24	90.63	93.01

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/>