

Salary Table 2026-KC (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.97%
For the Locality Pay Area of Kansas City-Overland Park-Kansas City, MO-KS
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	\$ 12.87	\$ 13.31	\$ 13.73	\$ 14.16	\$ 14.59	\$ 14.84	\$ 15.26	\$ 15.69	\$ 15.70	\$ 16.10
	O	19.31	19.97	20.60	21.24	21.89	22.26	22.89	23.54	23.55	24.15
2	B	14.48	14.82	15.30	15.70	15.88	16.35	16.81	17.28	17.75	18.21
	O	21.72	22.23	22.95	23.55	23.82	24.53	25.22	25.92	26.63	27.32
3	B	18.96	19.48	20.01	20.54	21.06	21.59	22.12	22.64	23.17	23.70
	O	28.44	29.22	30.02	30.81	31.59	32.39	33.18	33.96	34.76	35.55
4	B	21.28	21.87	22.46	23.05	23.64	24.23	24.82	25.42	26.01	26.60
	O	31.92	32.81	33.69	34.58	35.46	36.35	37.23	38.13	39.02	39.90
5	B	24.47	25.13	25.79	26.45	27.11	27.77	28.43	29.09	29.76	30.42
	O	36.71	37.70	38.69	39.68	40.67	41.66	42.65	43.64	44.64	45.63
6	B	25.80	26.54	27.27	28.01	28.75	29.48	30.22	30.96	31.69	32.43
	O	38.70	39.81	40.91	42.02	43.13	44.22	45.33	46.44	47.54	48.65
7	B	27.85	28.67	29.49	30.31	31.13	31.95	32.76	33.58	34.40	35.22
	O	41.78	43.01	44.24	45.47	46.70	47.93	49.14	50.37	51.30	51.30
8	B	29.03	29.93	30.84	31.75	32.66	33.56	34.47	35.38	36.28	37.19
	O	43.55	44.90	46.26	47.63	48.99	50.34	51.30	51.30	51.30	51.30
9	B	31.06	32.06	33.06	34.07	35.07	36.07	37.07	38.07	39.08	40.08
	O	46.59	48.09	49.59	51.11	51.30	51.30	51.30	51.30	51.30	51.30
10	B	34.20	35.31	36.41	37.51	38.61	39.72	40.82	41.92	43.03	44.13
	O	51.30	51.30	51.30	51.30	51.30	51.30	51.30	51.30	51.30	51.30
11	B	36.37	37.58	38.79	40.00	41.22	42.43	43.64	44.85	46.07	47.28
	O	51.30	51.30	51.30	51.30	51.30	51.30	51.30	51.30	51.30	51.30
12	B	43.59	45.04	46.49	47.95	49.40	50.85	52.31	53.76	55.21	56.67
	O	51.30	51.30	51.30	51.30	51.30	51.30	52.31	53.76	55.21	56.67
13	B	51.83	53.56	55.29	57.02	58.74	60.47	62.20	63.93	65.65	67.38
	O	51.83	53.56	55.29	57.02	58.74	60.47	62.20	63.93	65.65	67.38
14	B	61.25	63.29	65.33	67.38	69.42	71.46	73.50	75.54	77.59	79.63
	O	61.25	63.29	65.33	67.38	69.42	71.46	73.50	75.54	77.59	79.63
15	B	72.05	74.45	76.85	79.25	81.65	84.05	86.46	88.86	91.26	93.66
	O	72.05	74.45	76.85	79.25	81.65	84.05	86.46	88.86	91.26	93.66

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/>