

Salary Table 2026-LR (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 21.59%
For the Locality Pay Area of Laredo, TX
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	\$ 13.16	\$ 13.60	\$ 14.04	\$ 14.47	\$ 14.91	\$ 15.16	\$ 15.60	\$ 16.03	\$ 16.05	\$ 16.46
	O	19.74	20.40	21.06	21.71	22.37	22.74	23.40	24.05	24.08	24.69
2	B	14.79	15.15	15.64	16.05	16.23	16.71	17.18	17.66	18.14	18.62
	O	22.19	22.73	23.46	24.08	24.35	25.07	25.77	26.49	27.21	27.93
3	B	19.37	19.91	20.45	20.99	21.53	22.06	22.60	23.14	23.68	24.22
	O	29.06	29.87	30.68	31.49	32.30	33.09	33.90	34.71	35.52	36.33
4	B	21.75	22.35	22.95	23.56	24.16	24.77	25.37	25.98	26.58	27.18
	O	32.63	33.53	34.43	35.34	36.24	37.16	38.06	38.97	39.87	40.77
5	B	25.00	25.68	26.36	27.03	27.71	28.38	29.06	29.74	30.41	31.09
	O	37.50	38.52	39.54	40.55	41.57	42.57	43.59	44.61	45.62	46.64
6	B	26.37	27.12	27.87	28.63	29.38	30.13	30.89	31.64	32.39	33.15
	O	39.56	40.68	41.81	42.95	44.07	45.20	46.34	47.46	48.59	49.73
7	B	28.46	29.30	30.14	30.97	31.81	32.65	33.49	34.32	35.16	36.00
	O	42.69	43.95	45.21	46.46	47.72	48.98	50.24	51.48	52.44	52.44
8	B	29.67	30.59	31.52	32.45	33.37	34.30	35.23	36.15	37.08	38.01
	O	44.51	45.89	47.28	48.68	50.06	51.45	52.44	52.44	52.44	52.44
9	B	31.74	32.77	33.79	34.82	35.84	36.86	37.89	38.91	39.94	40.96
	O	47.61	49.16	50.69	52.23	52.44	52.44	52.44	52.44	52.44	52.44
10	B	34.96	36.08	37.21	38.34	39.47	40.59	41.72	42.85	43.97	45.10
	O	52.44	52.44	52.44	52.44	52.44	52.44	52.44	52.44	52.44	52.44
11	B	37.17	38.41	39.65	40.89	42.12	43.36	44.60	45.84	47.08	48.32
	O	52.44	52.44	52.44	52.44	52.44	52.44	52.44	52.44	52.44	52.44
12	B	44.55	46.03	47.52	49.00	50.49	51.97	53.46	54.94	56.43	57.91
	O	52.44	52.44	52.44	52.44	52.44	52.44	53.46	54.94	56.43	57.91
13	B	52.97	54.74	56.51	58.27	60.04	61.80	63.57	65.33	67.10	68.87
	O	52.97	54.74	56.51	58.27	60.04	61.80	63.57	65.33	67.10	68.87
14	B	62.60	64.69	66.77	68.86	70.95	73.03	75.12	77.21	79.29	81.38
	O	62.60	64.69	66.77	68.86	70.95	73.03	75.12	77.21	79.29	81.38
15	B	73.63	76.09	78.54	81.00	83.45	85.90	88.36	90.81	93.27	94.49
	O	73.63	76.09	78.54	81.00	83.45	85.90	88.36	90.81	93.27	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/>