

Salary Table 2026-MSP (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 27.62%
For the Locality Pay Area of Minneapolis-St. Paul, MN-WI
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	\$ 13.81	\$ 14.27	\$ 14.73	\$ 15.19	\$ 15.65	\$ 15.92	\$ 16.37	\$ 16.83	\$ 16.85	\$ 17.27
	O	20.72	21.41	22.10	22.79	23.48	23.88	24.56	25.25	25.28	25.91
2	B	15.53	15.90	16.41	16.85	17.03	17.54	18.04	18.54	19.04	19.54
	O	23.30	23.85	24.62	25.28	25.55	26.31	27.06	27.81	28.56	29.31
3	B	20.33	20.90	21.46	22.03	22.59	23.16	23.72	24.29	24.85	25.42
	O	30.50	31.35	32.19	33.05	33.89	34.74	35.58	36.44	37.28	38.13
4	B	22.82	23.46	24.09	24.73	25.36	25.99	26.63	27.26	27.90	28.53
	O	34.23	35.19	36.14	37.10	38.04	38.99	39.95	40.89	41.85	42.80
5	B	26.24	26.95	27.66	28.37	29.08	29.79	30.50	31.21	31.92	32.63
	O	39.36	40.43	41.49	42.56	43.62	44.69	45.75	46.82	47.88	48.95
6	B	27.67	28.46	29.26	30.05	30.84	31.63	32.42	33.21	34.00	34.79
	O	41.51	42.69	43.89	45.08	46.26	47.45	48.63	49.82	51.00	52.19
7	B	29.87	30.75	31.63	32.51	33.39	34.27	35.15	36.03	36.90	37.78
	O	44.81	46.13	47.45	48.77	50.09	51.41	52.73	54.05	55.04	55.04
8	B	31.14	32.11	33.08	34.06	35.03	36.00	36.98	37.95	38.92	39.89
	O	46.71	48.17	49.62	51.09	52.55	54.00	55.04	55.04	55.04	55.04
9	B	33.32	34.39	35.47	36.54	37.62	38.69	39.77	40.84	41.92	42.99
	O	49.98	51.59	53.21	54.81	55.04	55.04	55.04	55.04	55.04	55.04
10	B	36.69	37.87	39.06	40.24	41.42	42.61	43.79	44.97	46.16	47.34
	O	55.04	55.04	55.04	55.04	55.04	55.04	55.04	55.04	55.04	55.04
11	B	39.01	40.31	41.61	42.91	44.21	45.51	46.81	48.12	49.42	50.72
	O	55.04	55.04	55.04	55.04	55.04	55.04	55.04	55.04	55.04	55.04
12	B	46.76	48.32	49.87	51.43	52.99	54.55	56.11	57.67	59.23	60.79
	O	55.04	55.04	55.04	55.04	55.04	55.04	56.11	57.67	59.23	60.79
13	B	55.60	57.45	59.31	61.16	63.01	64.87	66.72	68.57	70.43	72.28
	O	55.60	57.45	59.31	61.16	63.01	64.87	66.72	68.57	70.43	72.28
14	B	65.70	67.89	70.08	72.27	74.46	76.66	78.85	81.04	83.23	85.42
	O	65.70	67.89	70.08	72.27	74.46	76.66	78.85	81.04	83.23	85.42
15	B	77.28	79.86	82.44	85.01	87.59	90.16	92.74	94.49	94.49	94.49
	O	77.28	79.86	82.44	85.01	87.59	90.16	92.74	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/>