

Salary Table 2026-NY (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 37.95%
For the Locality Pay Area of New York-Newark, NY-NJ-CT-PA
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	\$ 14.93	\$ 15.43	\$ 15.92	\$ 16.42	\$ 16.91	\$ 17.20	\$ 17.70	\$ 18.19	\$ 18.21	\$ 18.67
	O	22.40	23.15	23.88	24.63	25.37	25.80	26.55	27.29	27.32	28.01
2	B	16.78	17.18	17.74	18.21	18.41	18.96	19.50	20.04	20.58	21.12
	O	25.17	25.77	26.61	27.32	27.62	28.44	29.25	30.06	30.87	31.68
3	B	21.98	22.59	23.20	23.81	24.42	25.03	25.64	26.25	26.87	27.48
	O	32.97	33.89	34.80	35.72	36.63	37.55	38.46	39.38	40.31	41.22
4	B	24.67	25.36	26.04	26.73	27.41	28.10	28.78	29.47	30.16	30.84
	O	37.01	38.04	39.06	40.10	41.12	42.15	43.17	44.21	45.24	46.26
5	B	28.37	29.14	29.90	30.67	31.44	32.20	32.97	33.74	34.50	35.27
	O	42.56	43.71	44.85	46.01	47.16	48.30	49.46	50.61	51.75	52.91
6	B	29.91	30.77	31.62	32.48	33.33	34.19	35.04	35.90	36.75	37.61
	O	44.87	46.16	47.43	48.72	50.00	51.29	52.56	53.85	55.13	56.42
7	B	32.29	33.24	34.19	35.14	36.09	37.04	37.99	38.94	39.89	40.84
	O	48.44	49.86	51.29	52.71	54.14	55.56	56.99	58.41	59.49	59.49
8	B	33.66	34.71	35.76	36.81	37.86	38.92	39.97	41.02	42.07	43.12
	O	50.49	52.07	53.64	55.22	56.79	58.38	59.49	59.49	59.49	59.49
9	B	36.01	37.18	38.34	39.50	40.66	41.82	42.99	44.15	45.31	46.47
	O	54.02	55.77	57.51	59.25	59.49	59.49	59.49	59.49	59.49	59.49
10	B	39.66	40.94	42.22	43.50	44.78	46.05	47.33	48.61	49.89	51.17
	O	59.49	59.49	59.49	59.49	59.49	59.49	59.49	59.49	59.49	59.49
11	B	42.17	43.57	44.98	46.39	47.79	49.20	50.60	52.01	53.42	54.82
	O	59.49	59.49	59.49	59.49	59.49	59.49	59.49	59.49	59.49	59.49
12	B	50.54	52.23	53.91	55.60	57.28	58.97	60.65	62.34	64.02	65.71
	O	59.49	59.49	59.49	59.49	59.49	59.49	60.65	62.34	64.02	65.71
13	B	60.10	62.10	64.11	66.11	68.11	70.12	72.12	74.13	76.13	78.13
	O	60.10	62.10	64.11	66.11	68.11	70.12	72.12	74.13	76.13	78.13
14	B	71.02	73.39	75.76	78.12	80.49	82.86	85.23	87.60	89.96	92.33
	O	71.02	73.39	75.76	78.12	80.49	82.86	85.23	87.60	89.96	92.33
15	B	83.54	86.32	89.11	91.89	94.49	94.49	94.49	94.49	94.49	94.49
	O	83.54	86.32	89.11	91.89	94.49	94.49	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/>