

Salary Table 2026-RA (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.24%
For the Locality Pay Area of Raleigh-Durham-Cary, NC
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	\$ 13.23	\$ 13.67	\$ 14.11	\$ 14.55	\$ 14.99	\$ 15.25	\$ 15.68	\$ 16.12	\$ 16.14	\$ 16.55
	O	19.85	20.51	21.17	21.83	22.49	22.88	23.52	24.18	24.21	24.83
2	B	14.87	15.23	15.72	16.14	16.32	16.80	17.28	17.76	18.24	18.72
	O	22.31	22.85	23.58	24.21	24.48	25.20	25.92	26.64	27.36	28.08
3	B	19.48	20.02	20.56	21.10	21.64	22.18	22.72	23.26	23.81	24.35
	O	29.22	30.03	30.84	31.65	32.46	33.27	34.08	34.89	35.72	36.53
4	B	21.86	22.47	23.08	23.68	24.29	24.90	25.51	26.11	26.72	27.33
	O	32.79	33.71	34.62	35.52	36.44	37.35	38.27	39.17	40.08	41.00
5	B	25.14	25.82	26.50	27.18	27.86	28.54	29.22	29.89	30.57	31.25
	O	37.71	38.73	39.75	40.77	41.79	42.81	43.83	44.84	45.86	46.88
6	B	26.51	27.26	28.02	28.78	29.54	30.29	31.05	31.81	32.57	33.32
	O	39.77	40.89	42.03	43.17	44.31	45.44	46.58	47.72	48.86	49.98
7	B	28.61	29.46	30.30	31.14	31.98	32.82	33.67	34.51	35.35	36.19
	O	42.92	44.19	45.45	46.71	47.97	49.23	50.51	51.77	52.71	52.71
8	B	29.83	30.76	31.69	32.62	33.55	34.48	35.42	36.35	37.28	38.21
	O	44.75	46.14	47.54	48.93	50.33	51.72	52.71	52.71	52.71	52.71
9	B	31.91	32.94	33.97	35.00	36.03	37.06	38.09	39.12	40.15	41.18
	O	47.87	49.41	50.96	52.50	52.71	52.71	52.71	52.71	52.71	52.71
10	B	35.14	36.28	37.41	38.54	39.68	40.81	41.94	43.08	44.21	45.34
	O	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71
11	B	37.37	38.61	39.86	41.10	42.35	43.60	44.84	46.09	47.33	48.58
	O	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71	52.71
12	B	44.79	46.28	47.77	49.26	50.76	52.25	53.74	55.24	56.73	58.22
	O	52.71	52.71	52.71	52.71	52.71	52.71	53.74	55.24	56.73	58.22
13	B	53.26	55.03	56.81	58.58	60.36	62.13	63.91	65.68	67.46	69.23
	O	53.26	55.03	56.81	58.58	60.36	62.13	63.91	65.68	67.46	69.23
14	B	62.93	65.03	67.13	69.23	71.33	73.42	75.52	77.62	79.72	81.82
	O	62.93	65.03	67.13	69.23	71.33	73.42	75.52	77.62	79.72	81.82
15	B	74.03	76.49	78.96	81.43	83.90	86.36	88.83	91.30	93.77	94.49
	O	74.03	76.49	78.96	81.43	83.90	86.36	88.83	91.30	93.77	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/>