

Salary Table 2026-RUS (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.06%
For the Locality Pay Area of Rest of U.S.
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	\$ 12.67	\$ 13.09	\$ 13.51	\$ 13.93	\$ 14.35	\$ 14.60	\$ 15.02	\$ 15.44	\$ 15.45	\$ 15.84
	O	19.01	19.64	20.27	20.90	21.53	21.90	22.53	23.16	23.18	23.76
2	B	14.24	14.58	15.05	15.45	15.63	16.08	16.54	17.00	17.46	17.92
	O	21.36	21.87	22.58	23.18	23.45	24.12	24.81	25.50	26.19	26.88
3	B	18.65	19.17	19.69	20.21	20.72	21.24	21.76	22.28	22.80	23.32
	O	27.98	28.76	29.54	30.32	31.08	31.86	32.64	33.42	34.20	34.98
4	B	20.94	21.52	22.10	22.68	23.26	23.84	24.43	25.01	25.59	26.17
	O	31.41	32.28	33.15	34.02	34.89	35.76	36.65	37.52	38.39	39.26
5	B	24.07	24.72	25.37	26.03	26.68	27.33	27.98	28.63	29.28	29.93
	O	36.11	37.08	38.06	39.05	40.02	41.00	41.97	42.95	43.92	44.90
6	B	25.38	26.11	26.83	27.56	28.29	29.01	29.74	30.46	31.19	31.91
	O	38.07	39.17	40.25	41.34	42.44	43.52	44.61	45.69	46.79	47.87
7	B	27.40	28.21	29.01	29.82	30.63	31.43	32.24	33.04	33.85	34.66
	O	41.10	42.32	43.52	44.73	45.95	47.15	48.36	49.56	50.48	50.48
8	B	28.56	29.45	30.35	31.24	32.13	33.02	33.92	34.81	35.70	36.59
	O	42.84	44.18	45.53	46.86	48.20	49.53	50.48	50.48	50.48	50.48
9	B	30.56	31.55	32.53	33.52	34.51	35.49	36.48	37.46	38.45	39.44
	O	45.84	47.33	48.80	50.28	50.48	50.48	50.48	50.48	50.48	50.48
10	B	33.65	34.74	35.82	36.91	37.99	39.08	40.17	41.25	42.34	43.42
	O	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48
11	B	35.78	36.98	38.17	39.36	40.55	41.75	42.94	44.13	45.33	46.52
	O	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48
12	B	42.89	44.32	45.75	47.18	48.61	50.04	51.47	52.90	54.33	55.76
	O	50.48	50.48	50.48	50.48	50.48	50.48	51.47	52.90	54.33	55.76
13	B	51.00	52.70	54.40	56.10	57.80	59.50	61.20	62.90	64.60	66.30
	O	51.00	52.70	54.40	56.10	57.80	59.50	61.20	62.90	64.60	66.30
14	B	60.27	62.28	64.28	66.29	68.30	70.31	72.32	74.33	76.34	78.35
	O	60.27	62.28	64.28	66.29	68.30	70.31	72.32	74.33	76.34	78.35
15	B	70.89	73.25	75.62	77.98	80.34	82.70	85.07	87.43	89.79	92.16
	O	70.89	73.25	75.62	77.98	80.34	82.70	85.07	87.43	89.79	92.16

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/>