

Salary Table 2026-SL (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 20.03%
For the Locality Pay Area of St. Louis-St. Charles-Farmington, MO-IL

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	\$ 12.99	\$ 13.42	\$ 13.86	\$ 14.29	\$ 14.72	\$ 14.97	\$ 15.40	\$ 15.83	\$ 15.84	\$ 16.25
	O	19.49	20.13	20.79	21.44	22.08	22.46	23.10	23.75	23.76	24.38
2	B	14.60	14.95	15.44	15.84	16.02	16.49	16.96	17.44	17.91	18.38
	O	21.90	22.43	23.16	23.76	24.03	24.74	25.44	26.16	26.87	27.57
3	B	19.12	19.66	20.19	20.72	21.25	21.78	22.31	22.84	23.38	23.91
	O	28.68	29.49	30.29	31.08	31.88	32.67	33.47	34.26	35.07	35.87
4	B	21.47	22.06	22.66	23.26	23.85	24.45	25.05	25.64	26.24	26.83
	O	32.21	33.09	33.99	34.89	35.78	36.68	37.58	38.46	39.36	40.25
5	B	24.68	25.35	26.02	26.69	27.35	28.02	28.69	29.35	30.02	30.69
	O	37.02	38.03	39.03	40.04	41.03	42.03	43.04	44.03	45.03	46.04
6	B	26.03	26.77	27.52	28.26	29.00	29.75	30.49	31.23	31.98	32.72
	O	39.05	40.16	41.28	42.39	43.50	44.63	45.74	46.85	47.97	49.08
7	B	28.10	28.92	29.75	30.58	31.40	32.23	33.06	33.88	34.71	35.54
	O	42.15	43.38	44.63	45.87	47.10	48.35	49.59	50.82	51.77	51.77
8	B	29.29	30.20	31.12	32.03	32.95	33.86	34.78	35.69	36.61	37.52
	O	43.94	45.30	46.68	48.05	49.43	50.79	51.77	51.77	51.77	51.77
9	B	31.34	32.35	33.36	34.37	35.38	36.39	37.40	38.41	39.42	40.44
	O	47.01	48.53	50.04	51.56	51.77	51.77	51.77	51.77	51.77	51.77
10	B	34.51	35.62	36.73	37.85	38.96	40.07	41.18	42.30	43.41	44.52
	O	51.77	51.77	51.77	51.77	51.77	51.77	51.77	51.77	51.77	51.77
11	B	36.69	37.91	39.14	40.36	41.58	42.81	44.03	45.25	46.48	47.70
	O	51.77	51.77	51.77	51.77	51.77	51.77	51.77	51.77	51.77	51.77
12	B	43.98	45.44	46.91	48.37	49.84	51.31	52.77	54.24	55.70	57.17
	O	51.77	51.77	51.77	51.77	51.77	51.77	52.77	54.24	55.70	57.17
13	B	52.29	54.04	55.78	57.52	59.27	61.01	62.75	64.50	66.24	67.98
	O	52.29	54.04	55.78	57.52	59.27	61.01	62.75	64.50	66.24	67.98
14	B	61.80	63.86	65.92	67.98	70.04	72.10	74.16	76.22	78.28	80.34
	O	61.80	63.86	65.92	67.98	70.04	72.10	74.16	76.22	78.28	80.34
15	B	72.69	75.11	77.53	79.96	82.38	84.80	87.23	89.65	92.07	94.49
	O	72.69	75.11	77.53	79.96	82.38	84.80	87.23	89.65	92.07	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/>