

Salary Table 2026-SN (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.67%
For the Locality Pay Area of Spokane-Spokane Valley-Coeur d'Alene, WA-ID
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	\$ 12.73	\$ 13.16	\$ 13.58	\$ 14.01	\$ 14.43	\$ 14.68	\$ 15.09	\$ 15.52	\$ 15.53	\$ 15.93
	O	19.10	19.74	20.37	21.02	21.65	22.02	22.64	23.28	23.30	23.90
2	B	14.32	14.66	15.13	15.53	15.71	16.17	16.63	17.09	17.55	18.02
	O	21.48	21.99	22.70	23.30	23.57	24.26	24.95	25.64	26.33	27.03
3	B	18.75	19.27	19.79	20.31	20.83	21.35	21.87	22.40	22.92	23.44
	O	28.13	28.91	29.69	30.47	31.25	32.03	32.81	33.60	34.38	35.16
4	B	21.04	21.63	22.21	22.80	23.38	23.97	24.55	25.14	25.72	26.31
	O	31.56	32.45	33.32	34.20	35.07	35.96	36.83	37.71	38.58	39.47
5	B	24.20	24.85	25.51	26.16	26.82	27.47	28.12	28.78	29.43	30.09
	O	36.30	37.28	38.27	39.24	40.23	41.21	42.18	43.17	44.15	45.14
6	B	25.52	26.25	26.97	27.70	28.43	29.16	29.89	30.62	31.35	32.08
	O	38.28	39.38	40.46	41.55	42.65	43.74	44.84	45.93	47.03	48.12
7	B	27.55	28.36	29.17	29.98	30.79	31.60	32.41	33.22	34.03	34.84
	O	41.33	42.54	43.76	44.97	46.19	47.40	48.62	49.83	50.75	50.75
8	B	28.71	29.61	30.50	31.40	32.30	33.20	34.09	34.99	35.89	36.78
	O	43.07	44.42	45.75	47.10	48.45	49.80	50.75	50.75	50.75	50.75
9	B	30.72	31.71	32.70	33.69	34.68	35.68	36.67	37.66	38.65	39.64
	O	46.08	47.57	49.05	50.54	50.75	50.75	50.75	50.75	50.75	50.75
10	B	33.83	34.92	36.01	37.10	38.19	39.28	40.37	41.47	42.56	43.65
	O	50.75	50.75	50.75	50.75	50.75	50.75	50.75	50.75	50.75	50.75
11	B	35.97	37.17	38.37	39.57	40.77	41.97	43.16	44.36	45.56	46.76
	O	50.75	50.75	50.75	50.75	50.75	50.75	50.75	50.75	50.75	50.75
12	B	43.11	44.55	45.99	47.42	48.86	50.30	51.73	53.17	54.61	56.05
	O	50.75	50.75	50.75	50.75	50.75	50.75	51.73	53.17	54.61	56.05
13	B	51.27	52.97	54.68	56.39	58.10	59.81	61.52	63.23	64.94	66.65
	O	51.27	52.97	54.68	56.39	58.10	59.81	61.52	63.23	64.94	66.65
14	B	60.58	62.60	64.62	66.64	68.66	70.68	72.70	74.72	76.74	78.76
	O	60.58	62.60	64.62	66.64	68.66	70.68	72.70	74.72	76.74	78.76
15	B	71.26	73.63	76.01	78.38	80.76	83.14	85.51	87.89	90.26	92.64
	O	71.26	73.63	76.01	78.38	80.76	83.14	85.51	87.89	90.26	92.64

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/>