

Salary Table 2026-AU (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 20.35%
For the Locality Pay Area of Austin-Round Rock-Georgetown, TX
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	\$ 13.02	\$ 13.46	\$ 13.89	\$ 14.32	\$ 14.76	\$ 15.01	\$ 15.44	\$ 15.87	\$ 15.89	\$ 16.29
	O	19.53	20.19	20.84	21.48	22.14	22.52	23.16	23.81	23.84	24.44
2	B	14.64	14.99	15.48	15.89	16.06	16.54	17.01	17.48	17.95	18.43
	O	21.96	22.49	23.22	23.84	24.09	24.81	25.52	26.22	26.93	27.65
3	B	19.18	19.71	20.24	20.77	21.31	21.84	22.37	22.91	23.44	23.97
	O	28.77	29.57	30.36	31.16	31.97	32.76	33.56	34.37	35.16	35.96
4	B	21.52	22.12	22.72	23.32	23.92	24.51	25.11	25.71	26.31	26.91
	O	32.28	33.18	34.08	34.98	35.88	36.77	37.67	38.57	39.47	40.37
5	B	24.75	25.42	26.09	26.76	27.43	28.09	28.76	29.43	30.10	30.77
	O	37.13	38.13	39.14	40.14	41.15	42.14	43.14	44.15	45.15	46.16
6	B	26.10	26.84	27.59	28.33	29.08	29.83	30.57	31.32	32.06	32.81
	O	39.15	40.26	41.39	42.50	43.62	44.75	45.86	46.98	48.09	49.22
7	B	28.17	29.00	29.83	30.66	31.49	32.32	33.14	33.97	34.80	35.63
	O	42.26	43.50	44.75	45.99	47.24	48.48	49.71	50.96	51.90	51.90
8	B	29.36	30.28	31.20	32.12	33.03	33.95	34.87	35.79	36.70	37.62
	O	44.04	45.42	46.80	48.18	49.55	50.93	51.90	51.90	51.90	51.90
9	B	31.42	32.43	33.45	34.46	35.47	36.49	37.50	38.52	39.53	40.54
	O	47.13	48.65	50.18	51.69	51.90	51.90	51.90	51.90	51.90	51.90
10	B	34.60	35.72	36.83	37.95	39.06	40.18	41.29	42.41	43.53	44.64
	O	51.90	51.90	51.90	51.90	51.90	51.90	51.90	51.90	51.90	51.90
11	B	36.79	38.01	39.24	40.47	41.69	42.92	44.15	45.37	46.60	47.83
	O	51.90	51.90	51.90	51.90	51.90	51.90	51.90	51.90	51.90	51.90
12	B	44.09	45.56	47.03	48.50	49.97	51.44	52.91	54.38	55.85	57.32
	O	51.90	51.90	51.90	51.90	51.90	51.90	52.91	54.38	55.85	57.32
13	B	52.43	54.18	55.93	57.68	59.42	61.17	62.92	64.67	66.42	68.16
	O	52.43	54.18	55.93	57.68	59.42	61.17	62.92	64.67	66.42	68.16
14	B	61.96	64.03	66.09	68.16	70.22	72.29	74.35	76.42	78.49	80.55
	O	61.96	64.03	66.09	68.16	70.22	72.29	74.35	76.42	78.49	80.55
15	B	72.88	75.31	77.74	80.17	82.60	85.03	87.46	89.89	92.32	94.49
	O	72.88	75.31	77.74	80.17	82.60	85.03	87.46	89.89	92.32	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/>