

Salary Table 2026-COL (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.15%
For the Locality Pay Area of Columbus-Marion-Zanesville, OH
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	\$ 13.22	\$ 13.66	\$ 14.10	\$ 14.54	\$ 14.98	\$ 15.23	\$ 15.67	\$ 16.11	\$ 16.12	\$ 16.53
	O	19.83	20.49	21.15	21.81	22.47	22.85	23.51	24.17	24.18	24.80
2	B	14.86	15.22	15.71	16.12	16.31	16.78	17.26	17.74	18.22	18.70
	O	22.29	22.83	23.57	24.18	24.47	25.17	25.89	26.61	27.33	28.05
3	B	19.46	20.00	20.54	21.08	21.63	22.17	22.71	23.25	23.79	24.33
	O	29.19	30.00	30.81	31.62	32.45	33.26	34.07	34.88	35.69	36.50
4	B	21.85	22.45	23.06	23.67	24.27	24.88	25.49	26.09	26.70	27.31
	O	32.78	33.68	34.59	35.51	36.41	37.32	38.24	39.14	40.05	40.97
5	B	25.12	25.80	26.48	27.16	27.84	28.51	29.19	29.87	30.55	31.23
	O	37.68	38.70	39.72	40.74	41.76	42.77	43.79	44.81	45.83	46.85
6	B	26.49	27.24	28.00	28.76	29.52	30.27	31.03	31.79	32.54	33.30
	O	39.74	40.86	42.00	43.14	44.28	45.41	46.55	47.69	48.81	49.95
7	B	28.59	29.43	30.28	31.12	31.96	32.80	33.64	34.48	35.32	36.16
	O	42.89	44.15	45.42	46.68	47.94	49.20	50.46	51.72	52.68	52.68
8	B	29.80	30.73	31.67	32.60	33.53	34.46	35.39	36.32	37.25	38.18
	O	44.70	46.10	47.51	48.90	50.30	51.69	52.68	52.68	52.68	52.68
9	B	31.89	32.92	33.95	34.98	36.01	37.03	38.06	39.09	40.12	41.15
	O	47.84	49.38	50.93	52.47	52.68	52.68	52.68	52.68	52.68	52.68
10	B	35.12	36.25	37.38	38.51	39.65	40.78	41.91	43.04	44.18	45.31
	O	52.68	52.68	52.68	52.68	52.68	52.68	52.68	52.68	52.68	52.68
11	B	37.34	38.58	39.83	41.07	42.32	43.56	44.81	46.05	47.30	48.54
	O	52.68	52.68	52.68	52.68	52.68	52.68	52.68	52.68	52.68	52.68
12	B	44.75	46.24	47.74	49.23	50.72	52.21	53.70	55.20	56.69	58.18
	O	52.68	52.68	52.68	52.68	52.68	52.68	53.70	55.20	56.69	58.18
13	B	53.22	54.99	56.77	58.54	60.31	62.09	63.86	65.64	67.41	69.18
	O	53.22	54.99	56.77	58.54	60.31	62.09	63.86	65.64	67.41	69.18
14	B	62.89	64.98	67.08	69.18	71.27	73.37	75.47	77.56	79.66	81.76
	O	62.89	64.98	67.08	69.18	71.27	73.37	75.47	77.56	79.66	81.76
15	B	73.97	76.44	78.90	81.37	83.83	86.30	88.77	91.23	93.70	94.49
	O	73.97	76.44	78.90	81.37	83.83	86.30	88.77	91.23	93.70	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/>