

Salary Table 2026-CS (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 20.15%
For the Locality Pay Area of Colorado Springs, CO
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	\$ 13.00	\$ 13.44	\$ 13.87	\$ 14.30	\$ 14.73	\$ 14.98	\$ 15.41	\$ 15.84	\$ 15.86	\$ 16.26
	O	19.50	20.16	20.81	21.45	22.10	22.47	23.12	23.76	23.79	24.39
2	B	14.62	14.97	15.45	15.86	16.04	16.51	16.98	17.45	17.92	18.40
	O	21.93	22.46	23.18	23.79	24.06	24.77	25.47	26.18	26.88	27.60
3	B	19.14	19.68	20.21	20.74	21.27	21.80	22.33	22.87	23.40	23.93
	O	28.71	29.52	30.32	31.11	31.91	32.70	33.50	34.31	35.10	35.90
4	B	21.49	22.09	22.68	23.28	23.88	24.47	25.07	25.67	26.26	26.86
	O	32.24	33.14	34.02	34.92	35.82	36.71	37.61	38.51	39.39	40.29
5	B	24.71	25.38	26.04	26.71	27.38	28.05	28.72	29.38	30.05	30.72
	O	37.07	38.07	39.06	40.07	41.07	42.08	43.08	44.07	45.08	46.08
6	B	26.05	26.80	27.54	28.29	29.03	29.78	30.52	31.26	32.01	32.75
	O	39.08	40.20	41.31	42.44	43.55	44.67	45.78	46.89	48.02	49.13
7	B	28.13	28.95	29.78	30.61	31.43	32.26	33.09	33.92	34.74	35.57
	O	42.20	43.43	44.67	45.92	47.15	48.39	49.64	50.88	51.81	51.81
8	B	29.31	30.23	31.15	32.06	32.98	33.89	34.81	35.73	36.64	37.56
	O	43.97	45.35	46.73	48.09	49.47	50.84	51.81	51.81	51.81	51.81
9	B	31.37	32.38	33.39	34.40	35.42	36.43	37.44	38.45	39.46	40.48
	O	47.06	48.57	50.09	51.60	51.81	51.81	51.81	51.81	51.81	51.81
10	B	34.54	35.66	36.77	37.88	39.00	40.11	41.23	42.34	43.45	44.57
	O	51.81	51.81	51.81	51.81	51.81	51.81	51.81	51.81	51.81	51.81
11	B	36.73	37.95	39.18	40.40	41.63	42.85	44.07	45.30	46.52	47.75
	O	51.81	51.81	51.81	51.81	51.81	51.81	51.81	51.81	51.81	51.81
12	B	44.02	45.49	46.96	48.42	49.89	51.36	52.83	54.29	55.76	57.23
	O	51.81	51.81	51.81	51.81	51.81	51.81	52.83	54.29	55.76	57.23
13	B	52.35	54.09	55.84	57.58	59.33	61.07	62.82	64.56	66.31	68.05
	O	52.35	54.09	55.84	57.58	59.33	61.07	62.82	64.56	66.31	68.05
14	B	61.86	63.92	65.98	68.04	70.11	72.17	74.23	76.29	78.36	80.42
	O	61.86	63.92	65.98	68.04	70.11	72.17	74.23	76.29	78.36	80.42
15	B	72.76	75.19	77.61	80.04	82.46	84.89	87.31	89.74	92.16	94.49
	O	72.76	75.19	77.61	80.04	82.46	84.89	87.31	89.74	92.16	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/>