

Salary Table 2026-DAY (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 21.42%
For the Locality Pay Area of Dayton-Springfield-Kettering, 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	\$ 13.14	\$ 13.58	\$ 14.02	\$ 14.45	\$ 14.89	\$ 15.14	\$ 15.57	\$ 16.01	\$ 16.03	\$ 16.43
	O	19.71	20.37	21.03	21.68	22.34	22.71	23.36	24.02	24.05	24.65
2	B	14.77	15.13	15.61	16.03	16.21	16.68	17.16	17.64	18.11	18.59
	O	22.16	22.70	23.42	24.05	24.32	25.02	25.74	26.46	27.17	27.89
3	B	19.35	19.88	20.42	20.96	21.50	22.03	22.57	23.11	23.65	24.18
	O	29.03	29.82	30.63	31.44	32.25	33.05	33.86	34.67	35.48	36.27
4	B	21.72	22.32	22.92	23.53	24.13	24.73	25.34	25.94	26.54	27.15
	O	32.58	33.48	34.38	35.30	36.20	37.10	38.01	38.91	39.81	40.73
5	B	24.97	25.64	26.32	26.99	27.67	28.34	29.02	29.69	30.37	31.04
	O	37.46	38.46	39.48	40.49	41.51	42.51	43.53	44.54	45.56	46.56
6	B	26.33	27.08	27.83	28.59	29.34	30.09	30.84	31.60	32.35	33.10
	O	39.50	40.62	41.75	42.89	44.01	45.14	46.26	47.40	48.53	49.65
7	B	28.42	29.26	30.09	30.93	31.77	32.60	33.44	34.28	35.11	35.95
	O	42.63	43.89	45.14	46.40	47.66	48.90	50.16	51.42	52.37	52.37
8	B	29.62	30.55	31.48	32.40	33.33	34.25	35.18	36.10	37.03	37.96
	O	44.43	45.83	47.22	48.60	50.00	51.38	52.37	52.37	52.37	52.37
9	B	31.70	32.72	33.74	34.77	35.79	36.81	37.84	38.86	39.88	40.90
	O	47.55	49.08	50.61	52.16	52.37	52.37	52.37	52.37	52.37	52.37
10	B	34.91	36.03	37.16	38.28	39.41	40.54	41.66	42.79	43.91	45.04
	O	52.37	52.37	52.37	52.37	52.37	52.37	52.37	52.37	52.37	52.37
11	B	37.12	38.35	39.59	40.83	42.07	43.30	44.54	45.78	47.02	48.25
	O	52.37	52.37	52.37	52.37	52.37	52.37	52.37	52.37	52.37	52.37
12	B	44.49	45.97	47.45	48.93	50.42	51.90	53.38	54.87	56.35	57.83
	O	52.37	52.37	52.37	52.37	52.37	52.37	53.38	54.87	56.35	57.83
13	B	52.90	54.66	56.43	58.19	59.95	61.72	63.48	65.24	67.01	68.77
	O	52.90	54.66	56.43	58.19	59.95	61.72	63.48	65.24	67.01	68.77
14	B	62.51	64.60	66.68	68.76	70.85	72.93	75.02	77.10	79.18	81.27
	O	62.51	64.60	66.68	68.76	70.85	72.93	75.02	77.10	79.18	81.27
15	B	73.53	75.98	78.43	80.88	83.33	85.78	88.24	90.69	93.14	94.49
	O	73.53	75.98	78.43	80.88	83.33	85.78	88.24	90.69	93.14	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/>