

**Salary Table 2026-HB (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1% General Schedule Increase and a Locality Payment of 19.43%**  
**For the Locality Pay Area of Harrisburg-Lebanon, PA**  
**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   | \$ 12.92 | \$ 13.36 | \$ 13.79 | \$ 14.21 | \$ 14.64 | \$ 14.89 | \$ 15.32 | \$ 15.75 | \$ 15.77 | \$ 16.17 |
|       | O   | 19.38    | 20.04    | 20.69    | 21.32    | 21.96    | 22.34    | 22.98    | 23.63    | 23.66    | 24.26    |
| 2     | B   | 14.53    | 14.88    | 15.36    | 15.77    | 15.94    | 16.41    | 16.88    | 17.35    | 17.82    | 18.29    |
|       | O   | 21.80    | 22.32    | 23.04    | 23.66    | 23.91    | 24.62    | 25.32    | 26.03    | 26.73    | 27.44    |
| 3     | B   | 19.03    | 19.56    | 20.09    | 20.61    | 21.14    | 21.67    | 22.20    | 22.73    | 23.26    | 23.79    |
|       | O   | 28.55    | 29.34    | 30.14    | 30.92    | 31.71    | 32.51    | 33.30    | 34.10    | 34.89    | 35.69    |
| 4     | B   | 21.36    | 21.95    | 22.55    | 23.14    | 23.73    | 24.33    | 24.92    | 25.51    | 26.11    | 26.70    |
|       | O   | 32.04    | 32.93    | 33.83    | 34.71    | 35.60    | 36.50    | 37.38    | 38.27    | 39.17    | 40.05    |
| 5     | B   | 24.56    | 25.22    | 25.89    | 26.55    | 27.22    | 27.88    | 28.54    | 29.21    | 29.87    | 30.54    |
|       | O   | 36.84    | 37.83    | 38.84    | 39.83    | 40.83    | 41.82    | 42.81    | 43.82    | 44.81    | 45.81    |
| 6     | B   | 25.90    | 26.64    | 27.38    | 28.12    | 28.86    | 29.60    | 30.34    | 31.08    | 31.82    | 32.56    |
|       | O   | 38.85    | 39.96    | 41.07    | 42.18    | 43.29    | 44.40    | 45.51    | 46.62    | 47.73    | 48.84    |
| 7     | B   | 27.96    | 28.78    | 29.60    | 30.42    | 31.25    | 32.07    | 32.89    | 33.71    | 34.54    | 35.36    |
|       | O   | 41.94    | 43.17    | 44.40    | 45.63    | 46.88    | 48.11    | 49.34    | 50.57    | 51.50    | 51.50    |
| 8     | B   | 29.14    | 30.05    | 30.96    | 31.87    | 32.78    | 33.69    | 34.60    | 35.51    | 36.42    | 37.33    |
|       | O   | 43.71    | 45.08    | 46.44    | 47.81    | 49.17    | 50.54    | 51.50    | 51.50    | 51.50    | 51.50    |
| 9     | B   | 31.18    | 32.19    | 33.19    | 34.20    | 35.20    | 36.21    | 37.22    | 38.22    | 39.23    | 40.23    |
|       | O   | 46.77    | 48.29    | 49.79    | 51.30    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    |
| 10    | B   | 34.33    | 35.44    | 36.55    | 37.66    | 38.76    | 39.87    | 40.98    | 42.09    | 43.19    | 44.30    |
|       | O   | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    |
| 11    | B   | 36.51    | 37.72    | 38.94    | 40.16    | 41.38    | 42.59    | 43.81    | 45.03    | 46.24    | 47.46    |
|       | O   | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    |
| 12    | B   | 43.76    | 45.22    | 46.67    | 48.13    | 49.59    | 51.05    | 52.51    | 53.97    | 55.43    | 56.88    |
|       | O   | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 51.50    | 52.51    | 53.97    | 55.43    | 56.88    |
| 13    | B   | 52.03    | 53.77    | 55.50    | 57.24    | 58.97    | 60.70    | 62.44    | 64.17    | 65.91    | 67.64    |
|       | O   | 52.03    | 53.77    | 55.50    | 57.24    | 58.97    | 60.70    | 62.44    | 64.17    | 65.91    | 67.64    |
| 14    | B   | 61.49    | 63.54    | 65.59    | 67.64    | 69.69    | 71.74    | 73.79    | 75.84    | 77.89    | 79.94    |
|       | O   | 61.49    | 63.54    | 65.59    | 67.64    | 69.69    | 71.74    | 73.79    | 75.84    | 77.89    | 79.94    |
| 15    | B   | 72.32    | 74.74    | 77.15    | 79.56    | 81.97    | 84.38    | 86.79    | 89.20    | 91.61    | 94.02    |
|       | O   | 72.32    | 74.74    | 77.15    | 79.56    | 81.97    | 84.38    | 86.79    | 89.20    | 91.61    | 94.02    |

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/>