

Salary Table 2026-HNT (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 21.91%
For the Locality Pay Area of Huntsville-Decatur, AL-TN
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	\$ 13.19	\$ 13.63	\$ 14.07	\$ 14.51	\$ 14.95	\$ 15.20	\$ 15.64	\$ 16.07	\$ 16.09	\$ 16.50
	O	19.79	20.45	21.11	21.77	22.43	22.80	23.46	24.11	24.14	24.75
2	B	14.83	15.19	15.68	16.09	16.27	16.75	17.23	17.71	18.19	18.67
	O	22.25	22.79	23.52	24.14	24.41	25.13	25.85	26.57	27.29	28.01
3	B	19.42	19.96	20.50	21.04	21.58	22.12	22.66	23.20	23.74	24.28
	O	29.13	29.94	30.75	31.56	32.37	33.18	33.99	34.80	35.61	36.42
4	B	21.80	22.41	23.01	23.62	24.23	24.83	25.44	26.04	26.65	27.25
	O	32.70	33.62	34.52	35.43	36.35	37.25	38.16	39.06	39.98	40.88
5	B	25.07	25.75	26.43	27.10	27.78	28.46	29.14	29.81	30.49	31.17
	O	37.61	38.63	39.65	40.65	41.67	42.69	43.71	44.72	45.74	46.76
6	B	26.44	27.19	27.95	28.70	29.46	30.21	30.97	31.72	32.48	33.23
	O	39.66	40.79	41.93	43.05	44.19	45.32	46.46	47.58	48.72	49.85
7	B	28.54	29.38	30.22	31.06	31.90	32.73	33.57	34.41	35.25	36.09
	O	42.81	44.07	45.33	46.59	47.85	49.10	50.36	51.62	52.88	54.14
8	B	29.74	30.67	31.60	32.53	33.46	34.39	35.32	36.25	37.18	38.11
	O	44.61	46.01	47.40	48.80	50.19	51.59	52.98	54.38	55.78	57.18
9	B	31.83	32.85	33.88	34.91	35.93	36.96	37.99	39.02	40.04	41.07
	O	47.75	49.28	50.82	52.37	53.91	55.46	57.00	58.54	60.08	61.62
10	B	35.05	36.18	37.31	38.44	39.57	40.70	41.83	42.96	44.09	45.22
	O	52.58	52.58	52.58	52.58	52.58	52.58	52.58	52.58	52.58	52.58
11	B	37.26	38.51	39.75	40.99	42.24	43.48	44.72	45.96	47.21	48.45
	O	52.58	52.58	52.58	52.58	52.58	52.58	52.58	52.58	52.58	52.58
12	B	44.67	46.15	47.64	49.13	50.62	52.11	53.60	55.09	56.58	58.07
	O	52.58	52.58	52.58	52.58	52.58	52.58	53.60	55.09	56.58	58.07
13	B	53.11	54.88	56.65	58.42	60.20	61.97	63.74	65.51	67.28	69.05
	O	53.11	54.88	56.65	58.42	60.20	61.97	63.74	65.51	67.28	69.05
14	B	62.76	64.86	66.95	69.04	71.13	73.23	75.32	77.41	79.50	81.60
	O	62.76	64.86	66.95	69.04	71.13	73.23	75.32	77.41	79.50	81.60
15	B	73.83	76.29	78.75	81.21	83.67	86.13	88.59	91.05	93.51	94.49
	O	73.83	76.29	78.75	81.21	83.67	86.13	88.59	91.05	93.51	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/>