

**Salary Table 2026-OM (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1% General Schedule Increase and a Locality Payment of 18.23%**  
**For the Locality Pay Area of Omaha-Council Bluffs-Fremont, NE-IA**  
**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   | \$ 12.79 | \$ 13.22 | \$ 13.65 | \$ 14.07 | \$ 14.50 | \$ 14.75 | \$ 15.17 | \$ 15.59 | \$ 15.61 | \$ 16.00 |
|       | O   | 19.19    | 19.83    | 20.48    | 21.11    | 21.75    | 22.13    | 22.76    | 23.39    | 23.42    | 24.00    |
| 2     | B   | 14.39    | 14.73    | 15.20    | 15.61    | 15.78    | 16.25    | 16.71    | 17.17    | 17.64    | 18.10    |
|       | O   | 21.59    | 22.10    | 22.80    | 23.42    | 23.67    | 24.38    | 25.07    | 25.76    | 26.46    | 27.15    |
| 3     | B   | 18.84    | 19.36    | 19.88    | 20.41    | 20.93    | 21.45    | 21.98    | 22.50    | 23.02    | 23.55    |
|       | O   | 28.26    | 29.04    | 29.82    | 30.62    | 31.40    | 32.18    | 32.97    | 33.75    | 34.53    | 35.33    |
| 4     | B   | 21.14    | 21.73    | 22.32    | 22.91    | 23.49    | 24.08    | 24.67    | 25.26    | 25.84    | 26.43    |
|       | O   | 31.71    | 32.60    | 33.48    | 34.37    | 35.24    | 36.12    | 37.01    | 37.89    | 38.76    | 39.65    |
| 5     | B   | 24.31    | 24.97    | 25.63    | 26.29    | 26.94    | 27.60    | 28.26    | 28.91    | 29.57    | 30.23    |
|       | O   | 36.47    | 37.46    | 38.45    | 39.44    | 40.41    | 41.40    | 42.39    | 43.37    | 44.36    | 45.35    |
| 6     | B   | 25.64    | 26.37    | 27.10    | 27.84    | 28.57    | 29.30    | 30.03    | 30.77    | 31.50    | 32.23    |
|       | O   | 38.46    | 39.56    | 40.65    | 41.76    | 42.86    | 43.95    | 45.05    | 46.16    | 47.25    | 48.35    |
| 7     | B   | 27.68    | 28.49    | 29.30    | 30.12    | 30.93    | 31.75    | 32.56    | 33.37    | 34.19    | 35.00    |
|       | O   | 41.52    | 42.74    | 43.95    | 45.18    | 46.40    | 47.63    | 48.84    | 50.06    | 50.99    | 50.99    |
| 8     | B   | 28.85    | 29.75    | 30.65    | 31.55    | 32.45    | 33.35    | 34.25    | 35.16    | 36.06    | 36.96    |
|       | O   | 43.28    | 44.63    | 45.98    | 47.33    | 48.68    | 50.03    | 50.99    | 50.99    | 50.99    | 50.99    |
| 9     | B   | 30.87    | 31.86    | 32.86    | 33.85    | 34.85    | 35.85    | 36.84    | 37.84    | 38.83    | 39.83    |
|       | O   | 46.31    | 47.79    | 49.29    | 50.78    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    |
| 10    | B   | 33.99    | 35.09    | 36.18    | 37.28    | 38.37    | 39.47    | 40.57    | 41.66    | 42.76    | 43.86    |
|       | O   | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    |
| 11    | B   | 36.14    | 37.35    | 38.55    | 39.76    | 40.96    | 42.17    | 43.37    | 44.57    | 45.78    | 46.99    |
|       | O   | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    |
| 12    | B   | 43.32    | 44.76    | 46.21    | 47.65    | 49.09    | 50.54    | 51.98    | 53.43    | 54.87    | 56.31    |
|       | O   | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 50.99    | 51.98    | 53.43    | 54.87    | 56.31    |
| 13    | B   | 51.51    | 53.23    | 54.94    | 56.66    | 58.38    | 60.09    | 61.81    | 63.53    | 65.25    | 66.96    |
|       | O   | 51.51    | 53.23    | 54.94    | 56.66    | 58.38    | 60.09    | 61.81    | 63.53    | 65.25    | 66.96    |
| 14    | B   | 60.87    | 62.90    | 64.93    | 66.96    | 68.99    | 71.01    | 73.04    | 75.07    | 77.10    | 79.13    |
|       | O   | 60.87    | 62.90    | 64.93    | 66.96    | 68.99    | 71.01    | 73.04    | 75.07    | 77.10    | 79.13    |
| 15    | B   | 71.60    | 73.98    | 76.37    | 78.76    | 81.14    | 83.53    | 85.92    | 88.30    | 90.69    | 93.08    |
|       | O   | 71.60    | 73.98    | 76.37    | 78.76    | 81.14    | 83.53    | 85.92    | 88.30    | 90.69    | 93.08    |

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/>