

Salary Table 2026-PX (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.45%
For the Locality Pay Area of Phoenix-Mesa, AZ
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	\$ 13.25	\$ 13.69	\$ 14.14	\$ 14.57	\$ 15.01	\$ 15.27	\$ 15.71	\$ 16.15	\$ 16.16	\$ 16.57
	O	19.88	20.54	21.21	21.86	22.52	22.91	23.57	24.23	24.24	24.86
2	B	14.90	15.25	15.75	16.16	16.34	16.83	17.31	17.79	18.27	18.75
	O	22.35	22.88	23.63	24.24	24.51	25.25	25.97	26.69	27.41	28.13
3	B	19.51	20.05	20.59	21.14	21.68	22.22	22.76	23.30	23.85	24.39
	O	29.27	30.08	30.89	31.71	32.52	33.33	34.14	34.95	35.78	36.59
4	B	21.90	22.51	23.12	23.72	24.33	24.94	25.55	26.16	26.77	27.38
	O	32.85	33.77	34.68	35.58	36.50	37.41	38.33	39.24	40.16	41.07
5	B	25.18	25.86	26.54	27.22	27.90	28.58	29.27	29.95	30.63	31.31
	O	37.77	38.79	39.81	40.83	41.85	42.87	43.91	44.93	45.95	46.97
6	B	26.55	27.31	28.07	28.83	29.59	30.35	31.10	31.86	32.62	33.38
	O	39.83	40.97	42.11	43.25	44.39	45.53	46.65	47.79	48.93	50.07
7	B	28.66	29.51	30.35	31.19	32.04	32.88	33.72	34.57	35.41	36.25
	O	42.99	44.27	45.53	46.79	48.06	49.32	50.58	51.86	52.80	52.80
8	B	29.88	30.81	31.74	32.68	33.61	34.54	35.48	36.41	37.34	38.28
	O	44.82	46.22	47.61	49.02	50.42	51.81	52.80	52.80	52.80	52.80
9	B	31.97	33.00	34.03	35.06	36.09	37.13	38.16	39.19	40.22	41.25
	O	47.96	49.50	51.05	52.59	52.80	52.80	52.80	52.80	52.80	52.80
10	B	35.20	36.34	37.47	38.61	39.74	40.88	42.01	43.15	44.29	45.42
	O	52.80	52.80	52.80	52.80	52.80	52.80	52.80	52.80	52.80	52.80
11	B	37.43	38.68	39.93	41.17	42.42	43.67	44.92	46.17	47.41	48.66
	O	52.80	52.80	52.80	52.80	52.80	52.80	52.80	52.80	52.80	52.80
12	B	44.86	46.36	47.85	49.35	50.85	52.34	53.84	55.33	56.83	58.32
	O	52.80	52.80	52.80	52.80	52.80	52.80	53.84	55.33	56.83	58.32
13	B	53.35	55.13	56.91	58.68	60.46	62.24	64.02	65.80	67.57	69.35
	O	53.35	55.13	56.91	58.68	60.46	62.24	64.02	65.80	67.57	69.35
14	B	63.04	65.14	67.24	69.35	71.45	73.55	75.65	77.75	79.85	81.96
	O	63.04	65.14	67.24	69.35	71.45	73.55	75.65	77.75	79.85	81.96
15	B	74.15	76.62	79.10	81.57	84.04	86.51	88.98	91.46	93.93	94.49
	O	74.15	76.62	79.10	81.57	84.04	86.51	88.98	91.46	93.93	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/>