

Salary Table 2026-SAC (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 29.76%
For the Locality Pay Area of Sacramento-Roseville, CA-NV
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	\$ 14.04	\$ 14.51	\$ 14.98	\$ 15.44	\$ 15.91	\$ 16.18	\$ 16.64	\$ 17.11	\$ 17.13	\$ 17.56
	O	21.06	21.77	22.47	23.16	23.87	24.27	24.96	25.67	25.70	26.34
2	B	15.79	16.16	16.69	17.13	17.32	17.83	18.34	18.85	19.36	19.87
	O	23.69	24.24	25.04	25.70	25.98	26.75	27.51	28.28	29.04	29.81
3	B	20.67	21.25	21.82	22.40	22.97	23.55	24.12	24.70	25.27	25.85
	O	31.01	31.88	32.73	33.60	34.46	35.33	36.18	37.05	37.91	38.78
4	B	23.21	23.85	24.50	25.14	25.79	26.43	27.08	27.72	28.37	29.01
	O	34.82	35.78	36.75	37.71	38.69	39.65	40.62	41.58	42.56	43.52
5	B	26.69	27.41	28.13	28.85	29.57	30.29	31.01	31.73	32.45	33.18
	O	40.04	41.12	42.20	43.28	44.36	45.44	46.52	47.60	48.68	49.77
6	B	28.14	28.94	29.75	30.55	31.35	32.16	32.96	33.77	34.57	35.37
	O	42.21	43.41	44.63	45.83	47.03	48.24	49.44	50.66	51.86	53.06
7	B	30.38	31.27	32.16	33.06	33.95	34.84	35.74	36.63	37.52	38.42
	O	45.57	46.91	48.24	49.59	50.93	52.26	53.61	54.95	55.95	55.95
8	B	31.66	32.65	33.64	34.63	35.62	36.61	37.60	38.58	39.57	40.56
	O	47.49	48.98	50.46	51.95	53.43	54.92	55.95	55.95	55.95	55.95
9	B	33.88	34.97	36.06	37.16	38.25	39.34	40.43	41.53	42.62	43.71
	O	50.82	52.46	54.09	55.74	55.95	55.95	55.95	55.95	55.95	55.95
10	B	37.30	38.51	39.71	40.91	42.12	43.32	44.52	45.73	46.93	48.13
	O	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95
11	B	39.66	40.99	42.31	43.63	44.95	46.28	47.60	48.92	50.24	51.57
	O	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95	55.95
12	B	47.54	49.13	50.71	52.30	53.88	55.47	57.05	58.63	60.22	61.80
	O	55.95	55.95	55.95	55.95	55.95	55.95	57.05	58.63	60.22	61.80
13	B	56.53	58.42	60.30	62.19	64.07	65.96	67.84	69.72	71.61	73.49
	O	56.53	58.42	60.30	62.19	64.07	65.96	67.84	69.72	71.61	73.49
14	B	66.80	69.03	71.26	73.49	75.71	77.94	80.17	82.39	84.62	86.85
	O	66.80	69.03	71.26	73.49	75.71	77.94	80.17	82.39	84.62	86.85
15	B	78.58	81.20	83.82	86.44	89.06	91.68	94.30	94.49	94.49	94.49
	O	78.58	81.20	83.82	86.44	89.06	91.68	94.30	94.49	94.49	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/>