

Salary Table 2026-SD (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 33.72%
For the Locality Pay Area of San Diego-Chula Vista-Carlsbad, CA
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	\$ 14.47	\$ 14.96	\$ 15.44	\$ 15.92	\$ 16.40	\$ 16.68	\$ 17.15	\$ 17.63	\$ 17.65	\$ 18.10
	O	21.71	22.44	23.16	23.88	24.60	25.02	25.73	26.45	26.48	27.15
2	B	16.27	16.66	17.20	17.65	17.85	18.37	18.90	19.42	19.95	20.47
	O	24.41	24.99	25.80	26.48	26.78	27.56	28.35	29.13	29.93	30.71
3	B	21.31	21.90	22.49	23.08	23.67	24.27	24.86	25.45	26.04	26.63
	O	31.97	32.85	33.74	34.62	35.51	36.41	37.29	38.18	39.06	39.95
4	B	23.92	24.58	25.24	25.91	26.57	27.24	27.90	28.57	29.23	29.90
	O	35.88	36.87	37.86	38.87	39.86	40.86	41.85	42.86	43.85	44.85
5	B	27.50	28.24	28.99	29.73	30.47	31.22	31.96	32.70	33.45	34.19
	O	41.25	42.36	43.49	44.60	45.71	46.83	47.94	49.05	50.18	51.29
6	B	29.00	29.83	30.65	31.48	32.31	33.14	33.97	34.80	35.62	36.45
	O	43.50	44.75	45.98	47.22	48.47	49.71	50.96	52.20	53.43	54.68
7	B	31.30	32.22	33.14	34.06	34.99	35.91	36.83	37.75	38.67	39.59
	O	46.95	48.33	49.71	51.09	52.49	53.87	55.25	56.63	57.66	57.66
8	B	32.63	33.65	34.66	35.68	36.70	37.72	38.74	39.76	40.78	41.80
	O	48.95	50.48	51.99	53.52	55.05	56.58	57.66	57.66	57.66	57.66
9	B	34.91	36.04	37.16	38.29	39.42	40.54	41.67	42.79	43.92	45.05
	O	52.37	54.06	55.74	57.44	57.66	57.66	57.66	57.66	57.66	57.66
10	B	38.44	39.68	40.92	42.16	43.40	44.64	45.88	47.12	48.36	49.60
	O	57.66	57.66	57.66	57.66	57.66	57.66	57.66	57.66	57.66	57.66
11	B	40.88	42.24	43.60	44.96	46.33	47.69	49.05	50.41	51.78	53.14
	O	57.66	57.66	57.66	57.66	57.66	57.66	57.66	57.66	57.66	57.66
12	B	48.99	50.63	52.26	53.89	55.52	57.16	58.79	60.42	62.06	63.69
	O	57.66	57.66	57.66	57.66	57.66	57.66	58.79	60.42	62.06	63.69
13	B	58.26	60.20	62.14	64.08	66.03	67.97	69.91	71.85	73.79	75.74
	O	58.26	60.20	62.14	64.08	66.03	67.97	69.91	71.85	73.79	75.74
14	B	68.84	71.14	73.43	75.73	78.02	80.32	82.61	84.91	87.20	89.50
	O	68.84	71.14	73.43	75.73	78.02	80.32	82.61	84.91	87.20	89.50
15	B	80.98	83.68	86.38	89.08	91.78	94.47	94.49	94.49	94.49	94.49
	O	80.98	83.68	86.38	89.08	91.78	94.47	94.49	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/>