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/