

Salary Table 2026-DCB (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 33.94%
For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA
Total Increase: 1%
Effective January 2026

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 30,249	\$ 31,263	\$ 32,269	\$ 33,271	\$ 34,274	\$ 34,862	\$ 35,857	\$ 36,859	\$ 36,900	\$ 37,835
2	34,011	34,820	35,948	36,900	37,313	38,410	39,507	40,604	41,701	42,798
3	44,538	45,775	47,013	48,251	49,488	50,726	51,963	53,201	54,439	55,676
4	49,993	51,382	52,771	54,160	55,549	56,938	58,327	59,716	61,105	62,494
5	57,486	59,039	60,593	62,147	63,701	65,254	66,808	68,362	69,915	71,469
6	60,616	62,348	64,080	65,811	67,543	69,275	71,007	72,739	74,471	76,202
7	65,435	67,360	69,284	71,209	73,134	75,059	76,983	78,908	80,833	82,758
8	68,202	70,333	72,464	74,595	76,726	78,857	80,988	83,119	85,250	87,381
9	72,977	75,332	77,687	80,041	82,396	84,751	87,105	89,460	91,815	94,169
10	80,363	82,954	85,546	88,138	90,730	93,321	95,913	98,505	101,097	103,688
11	85,447	88,296	91,145	93,994	96,843	99,692	102,540	105,389	108,238	111,087
12	102,415	105,829	109,243	112,657	116,071	119,485	122,899	126,313	129,728	133,142
13	121,785	125,845	129,904	133,964	138,024	142,084	146,143	150,203	154,263	158,322
14	143,913	148,711	153,509	158,306	163,104	167,902	172,700	177,497	182,295	187,093
15	169,279	174,922	180,565	186,207	191,850	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>