

Salary Table 2026-LR (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 21.59%
For the Locality Pay Area of Laredo, TX
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	\$ 27,460	\$ 28,380	\$ 29,293	\$ 30,203	\$ 31,114	\$ 31,647	\$ 32,551	\$ 33,460	\$ 33,498	\$ 34,347
2	30,875	31,610	32,634	33,498	33,873	34,868	35,864	36,860	37,856	38,852
3	40,431	41,555	42,678	43,802	44,925	46,049	47,172	48,296	49,419	50,543
4	45,383	46,644	47,905	49,166	50,427	51,688	52,949	54,210	55,471	56,731
5	52,185	53,596	55,006	56,417	57,827	59,237	60,648	62,058	63,469	64,879
6	55,027	56,599	58,171	59,743	61,315	62,888	64,460	66,032	67,604	69,176
7	59,402	61,149	62,896	64,643	66,391	68,138	69,885	71,632	73,380	75,127
8	61,914	63,848	65,783	67,717	69,652	71,586	73,521	75,455	77,390	79,324
9	66,248	68,386	70,523	72,661	74,799	76,936	79,074	81,211	83,349	85,486
10	72,953	75,306	77,658	80,011	82,364	84,717	87,069	89,422	91,775	94,128
11	77,568	80,155	82,741	85,327	87,913	90,499	93,086	95,672	98,258	100,844
12	92,971	96,071	99,170	102,269	105,369	108,468	111,567	114,667	117,766	120,865
13	110,556	114,241	117,926	121,612	125,297	128,983	132,668	136,353	140,039	143,724
14	130,644	134,999	139,354	143,710	148,065	152,420	156,776	161,131	165,486	169,842
15	153,670	158,793	163,915	169,038	174,161	179,283	184,406	189,528	194,651	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/>