

**Salary Table 2026-PX (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1% General Schedule Increase and a Locality Payment of 22.45%**  
**For the Locality Pay Area of Phoenix-Mesa, AZ**  
**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	\$ 27,654	\$ 28,581	\$ 29,501	\$ 30,417	\$ 31,334	\$ 31,871	\$ 32,781	\$ 33,697	\$ 33,735	\$ 34,590
2	31,094	31,833	32,864	33,735	34,112	35,115	36,118	37,121	38,124	39,126
3	40,717	41,849	42,980	44,111	45,243	46,374	47,506	48,637	49,769	50,900
4	45,704	46,974	48,244	49,514	50,784	52,053	53,323	54,593	55,863	57,133
5	52,554	53,975	55,395	56,816	58,236	59,656	61,077	62,497	63,918	65,338
6	55,416	56,999	58,583	60,166	61,749	63,332	64,916	66,499	68,082	69,665
7	59,822	61,581	63,341	65,101	66,860	68,620	70,379	72,139	73,899	75,658
8	62,352	64,300	66,248	68,196	70,144	72,092	74,041	75,989	77,937	79,885
9	66,717	68,870	71,022	73,175	75,328	77,480	79,633	81,786	83,938	86,091
10	73,469	75,838	78,208	80,577	82,946	85,316	87,685	90,055	92,424	94,793
11	78,117	80,721	83,326	85,931	88,535	91,140	93,744	96,349	98,953	101,558
12	93,629	96,750	99,871	102,993	106,114	109,235	112,356	115,478	118,599	121,720
13	111,338	115,049	118,761	122,472	126,184	129,895	133,606	137,318	141,029	144,741
14	131,568	135,954	140,340	144,726	149,112	153,498	157,885	162,271	166,657	171,043
15	154,757	159,916	165,075	170,234	175,392	180,551	185,710	190,869	196,028	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/>