

Salary Table 2026-RUS
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.06%
For the Locality Pay Area of Rest of U.S.
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	\$ 12.67	\$ 13.09	\$ 13.51	\$ 13.93	\$ 14.35	\$ 14.60	\$ 15.02	\$ 15.44	\$ 15.45	\$ 15.84
	O	19.01	19.64	20.27	20.90	21.53	21.90	22.53	23.16	23.18	23.76
2	B	14.24	14.58	15.05	15.45	15.63	16.08	16.54	17.00	17.46	17.92
	O	21.36	21.87	22.58	23.18	23.45	24.12	24.81	25.50	26.19	26.88
3	B	15.54	16.06	16.58	17.10	17.61	18.13	18.65	19.17	19.69	20.21
	O	23.31	24.09	24.87	25.65	26.42	27.20	27.98	28.76	29.54	30.32
4	B	17.45	18.03	18.61	19.19	19.77	20.35	20.94	21.52	22.10	22.68
	O	26.18	27.05	27.92	28.79	29.66	30.53	31.41	32.28	33.15	34.02
5	B	19.52	20.17	20.82	21.47	22.12	22.77	23.42	24.07	24.72	25.37
	O	29.28	30.26	31.23	32.21	33.18	34.16	35.13	36.11	37.08	38.06
6	B	21.76	22.48	23.21	23.93	24.66	25.38	26.11	26.83	27.56	28.29
	O	32.64	33.72	34.82	35.90	36.99	38.07	39.17	40.25	41.34	42.44
7	B	24.18	24.98	25.79	26.60	27.40	28.21	29.01	29.82	30.63	31.43
	O	36.27	37.47	38.69	39.90	41.10	42.32	43.52	44.73	45.95	47.15
8	B	26.78	27.67	28.56	29.45	30.35	31.24	32.13	33.02	33.92	34.81
	O	40.17	41.51	42.84	44.18	45.53	46.86	48.20	48.86	48.86	48.86
9	B	29.57	30.56	31.55	32.53	33.52	34.51	35.49	36.48	37.46	38.45
	O	44.36	45.84	47.33	48.80	48.86	48.86	48.86	48.86	48.86	48.86
10	B	32.57	33.65	34.74	35.82	36.91	37.99	39.08	40.17	41.25	42.34
	O	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86
11	B	35.78	36.98	38.17	39.36	40.55	41.75	42.94	44.13	45.33	46.52
	O	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86	48.86
12	B	42.89	44.32	45.75	47.18	48.61	50.04	51.47	52.90	54.33	55.76
	O	48.86	48.86	48.86	48.86	48.86	50.04	51.47	52.90	54.33	55.76
13	B	51.00	52.70	54.40	56.10	57.80	59.50	61.20	62.90	64.60	66.30
	O	51.00	52.70	54.40	56.10	57.80	59.50	61.20	62.90	64.60	66.30
14	B	60.27	62.28	64.28	66.29	68.30	70.31	72.32	74.33	76.34	78.35
	O	60.27	62.28	64.28	66.29	68.30	70.31	72.32	74.33	76.34	78.35
15	B	70.89	73.25	75.62	77.98	80.34	82.70	85.07	87.43	89.79	92.16
	O	70.89	73.25	75.62	77.98	80.34	82.70	85.07	87.43	89.79	92.16

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/>