

Salary Table 2026-CLE
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.23%
For the Locality Pay Area of Cleveland-Akron-Canton, OH-PA
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	\$ 13.23	\$ 13.67	\$ 14.11	\$ 14.55	\$ 14.99	\$ 15.24	\$ 15.68	\$ 16.12	\$ 16.14	\$ 16.54
	O	19.85	20.51	21.17	21.83	22.49	22.86	23.52	24.18	24.21	24.81
2	B	14.87	15.23	15.72	16.14	16.32	16.80	17.28	17.75	18.23	18.71
	O	22.31	22.85	23.58	24.21	24.48	25.20	25.92	26.63	27.35	28.07
3	B	16.23	16.77	17.31	17.85	18.39	18.93	19.47	20.02	20.56	21.10
	O	24.35	25.16	25.97	26.78	27.59	28.40	29.21	30.03	30.84	31.65
4	B	18.22	18.82	19.43	20.04	20.65	21.25	21.86	22.47	23.07	23.68
	O	27.33	28.23	29.15	30.06	30.98	31.88	32.79	33.71	34.61	35.52
5	B	20.38	21.06	21.74	22.42	23.10	23.78	24.46	25.14	25.82	26.50
	O	30.57	31.59	32.61	33.63	34.65	35.67	36.69	37.71	38.73	39.75
6	B	22.72	23.48	24.23	24.99	25.75	26.51	27.26	28.02	28.78	29.53
	O	34.08	35.22	36.35	37.49	38.63	39.77	40.89	42.03	43.17	44.30
7	B	25.25	26.09	26.93	27.77	28.61	29.45	30.30	31.14	31.98	32.82
	O	37.88	39.14	40.40	41.66	42.92	44.18	45.45	46.71	47.97	49.23
8	B	27.96	28.89	29.82	30.75	31.69	32.62	33.55	34.48	35.41	36.34
	O	41.94	43.34	44.73	46.13	47.54	48.93	50.33	51.02	51.02	51.02
9	B	30.88	31.91	32.94	33.97	35.00	36.03	37.06	38.09	39.12	40.15
	O	46.32	47.87	49.41	50.96	51.02	51.02	51.02	51.02	51.02	51.02
10	B	34.01	35.14	36.27	37.41	38.54	39.67	40.81	41.94	43.07	44.21
	O	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02
11	B	37.36	38.61	39.85	41.10	42.35	43.59	44.84	46.08	47.33	48.57
	O	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02
12	B	44.78	46.28	47.77	49.26	50.75	52.25	53.74	55.23	56.73	58.22
	O	51.02	51.02	51.02	51.02	51.02	52.25	53.74	55.23	56.73	58.22
13	B	53.25	55.03	56.80	58.58	60.35	62.13	63.90	65.68	67.45	69.23
	O	53.25	55.03	56.80	58.58	60.35	62.13	63.90	65.68	67.45	69.23
14	B	62.93	65.03	67.12	69.22	71.32	73.42	75.52	77.61	79.71	81.81
	O	62.93	65.03	67.12	69.22	71.32	73.42	75.52	77.61	79.71	81.81
15	B	74.02	76.49	78.95	81.42	83.89	86.36	88.82	91.29	93.76	94.49
	O	74.02	76.49	78.95	81.42	83.89	86.36	88.82	91.29	93.76	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>