

Salary Table 2026-BOS
Incorporating the 1% General Schedule Increase and a Locality Payment of 32.58%
For the Locality Pay Area of Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT
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	\$ 14.35	\$ 14.83	\$ 15.30	\$ 15.78	\$ 16.26	\$ 16.53	\$ 17.01	\$ 17.48	\$ 17.50	\$ 17.94
	O	21.53	22.25	22.95	23.67	24.39	24.80	25.52	26.22	26.25	26.91
2	B	16.13	16.52	17.05	17.50	17.70	18.22	18.74	19.26	19.78	20.30
	O	24.20	24.78	25.58	26.25	26.55	27.33	28.11	28.89	29.67	30.45
3	B	17.60	18.19	18.78	19.36	19.95	20.54	21.12	21.71	22.30	22.89
	O	26.40	27.29	28.17	29.04	29.93	30.81	31.68	32.57	33.45	34.34
4	B	19.76	20.42	21.08	21.74	22.39	23.05	23.71	24.37	25.03	25.69
	O	29.64	30.63	31.62	32.61	33.59	34.58	35.57	36.56	37.55	38.54
5	B	22.11	22.84	23.58	24.32	25.05	25.79	26.53	27.26	28.00	28.74
	O	33.17	34.26	35.37	36.48	37.58	38.69	39.80	40.89	42.00	43.11
6	B	24.64	25.46	26.29	27.11	27.93	28.75	29.57	30.39	31.21	32.03
	O	36.96	38.19	39.44	40.67	41.90	43.13	44.36	45.59	46.82	48.05
7	B	27.38	28.30	29.21	30.12	31.04	31.95	32.86	33.77	34.69	35.60
	O	41.07	42.45	43.82	45.18	46.56	47.93	49.29	50.66	52.04	53.40
8	B	30.33	31.34	32.35	33.36	34.37	35.38	36.39	37.40	38.41	39.42
	O	45.50	47.01	48.53	50.04	51.56	53.07	54.59	55.34	55.34	55.34
9	B	33.50	34.61	35.73	36.85	37.96	39.08	40.20	41.31	42.43	43.55
	O	50.25	51.92	53.60	55.28	55.34	55.34	55.34	55.34	55.34	55.34
10	B	36.89	38.12	39.34	40.57	41.80	43.03	44.26	45.49	46.72	47.95
	O	55.34	55.34	55.34	55.34	55.34	55.34	55.34	55.34	55.34	55.34
11	B	40.53	41.88	43.23	44.58	45.93	47.28	48.63	49.99	51.34	52.69
	O	55.34	55.34	55.34	55.34	55.34	55.34	55.34	55.34	55.34	55.34
12	B	48.57	50.19	51.81	53.43	55.05	56.67	58.29	59.91	61.53	63.15
	O	55.34	55.34	55.34	55.34	55.34	56.67	58.29	59.91	61.53	63.15
13	B	57.76	59.69	61.61	63.54	65.46	67.39	69.31	71.24	73.17	75.09
	O	57.76	59.69	61.61	63.54	65.46	67.39	69.31	71.24	73.17	75.09
14	B	68.26	70.53	72.81	75.08	77.36	79.63	81.91	84.19	86.46	88.74
	O	68.26	70.53	72.81	75.08	77.36	79.63	81.91	84.19	86.46	88.74
15	B	80.29	82.96	85.64	88.32	90.99	93.67	94.49	94.49	94.49	94.49
	O	80.29	82.96	85.64	88.32	90.99	93.67	94.49	94.49	94.49	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/>