

Salary Table 2026-DCB
Incorporating the 1% General Schedule Increase and a Locality Payment of 33.94%
For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-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	\$ 14.49	\$ 14.98	\$ 15.46	\$ 15.94	\$ 16.42	\$ 16.70	\$ 17.18	\$ 17.66	\$ 17.68	\$ 18.13
	O	21.74	22.47	23.19	23.91	24.63	25.05	25.77	26.49	26.52	27.20
2	B	16.30	16.68	17.22	17.68	17.88	18.40	18.93	19.46	19.98	20.51
	O	24.45	25.02	25.83	26.52	26.82	27.60	28.40	29.19	29.97	30.77
3	B	17.78	18.38	18.97	19.56	20.15	20.75	21.34	21.93	22.53	23.12
	O	26.67	27.57	28.46	29.34	30.23	31.13	32.01	32.90	33.80	34.68
4	B	19.96	20.63	21.29	21.96	22.62	23.29	23.95	24.62	25.29	25.95
	O	29.94	30.95	31.94	32.94	33.93	34.94	35.93	36.93	37.94	38.93
5	B	22.33	23.08	23.82	24.57	25.31	26.06	26.80	27.54	28.29	29.03
	O	33.50	34.62	35.73	36.86	37.97	39.09	40.20	41.31	42.44	43.55
6	B	24.90	25.73	26.55	27.38	28.21	29.04	29.87	30.70	31.53	32.36
	O	37.35	38.60	39.83	41.07	42.32	43.56	44.81	46.05	47.30	48.54
7	B	27.66	28.59	29.51	30.43	31.35	32.28	33.20	34.12	35.04	35.97
	O	41.49	42.89	44.27	45.65	47.03	48.42	49.80	51.18	52.56	53.96
8	B	30.64	31.66	32.68	33.70	34.72	35.74	36.76	37.78	38.81	39.83
	O	45.96	47.49	49.02	50.55	52.08	53.61	55.14	55.89	55.89	55.89
9	B	33.84	34.97	36.10	37.22	38.35	39.48	40.61	41.74	42.87	43.99
	O	50.76	52.46	54.15	55.83	55.89	55.89	55.89	55.89	55.89	55.89
10	B	37.26	38.51	39.75	40.99	42.23	43.47	44.72	45.96	47.20	48.44
	O	55.89	55.89	55.89	55.89	55.89	55.89	55.89	55.89	55.89	55.89
11	B	40.94	42.31	43.67	45.04	46.40	47.77	49.13	50.50	51.86	53.23
	O	55.89	55.89	55.89	55.89	55.89	55.89	55.89	55.89	55.89	55.89
12	B	49.07	50.71	52.34	53.98	55.62	57.25	58.89	60.52	62.16	63.80
	O	55.89	55.89	55.89	55.89	55.89	57.25	58.89	60.52	62.16	63.80
13	B	58.35	60.30	62.24	64.19	66.14	68.08	70.03	71.97	73.92	75.86
	O	58.35	60.30	62.24	64.19	66.14	68.08	70.03	71.97	73.92	75.86
14	B	68.96	71.26	73.55	75.85	78.15	80.45	82.75	85.05	87.35	89.65
	O	68.96	71.26	73.55	75.85	78.15	80.45	82.75	85.05	87.35	89.65
15	B	81.11	83.82	86.52	89.22	91.93	94.49	94.49	94.49	94.49	94.49
	O	81.11	83.82	86.52	89.22	91.93	94.49	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/>