

Salary Table 2026-GS
Incorporating the 1% General Schedule Increase
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	WITHIN GRADE AMOUNTS
1	\$ 22,584	\$ 23,341	\$ 24,092	\$ 24,840	\$ 25,589	\$ 26,028	\$ 26,771	\$ 27,519	\$ 27,550	\$ 28,248	VARIES
2	25,393	25,997	26,839	27,550	27,858	28,677	29,496	30,315	31,134	31,953	VARIES
3	27,708	28,632	29,556	30,480	31,404	32,328	33,252	34,176	35,100	36,024	924
4	31,103	32,140	33,177	34,214	35,251	36,288	37,325	38,362	39,399	40,436	1,037
5	34,799	35,959	37,119	38,279	39,439	40,599	41,759	42,919	44,079	45,239	1,160
6	38,791	40,084	41,377	42,670	43,963	45,256	46,549	47,842	49,135	50,428	1,293
7	43,106	44,543	45,980	47,417	48,854	50,291	51,728	53,165	54,602	56,039	1,437
8	47,738	49,329	50,920	52,511	54,102	55,693	57,284	58,875	60,466	62,057	1,591
9	52,727	54,485	56,243	58,001	59,759	61,517	63,275	65,033	66,791	68,549	1,758
10	58,064	59,999	61,934	63,869	65,804	67,739	69,674	71,609	73,544	75,479	1,935
11	63,795	65,922	68,049	70,176	72,303	74,430	76,557	78,684	80,811	82,938	2,127
12	76,463	79,012	81,561	84,110	86,659	89,208	91,757	94,306	96,855	99,404	2,549
13	90,925	93,956	96,987	100,018	103,049	106,080	109,111	112,142	115,173	118,204	3,031
14	107,446	111,028	114,610	118,192	121,774	125,356	128,938	132,520	136,102	139,684	3,582
15	126,384	130,597	134,810	139,023	143,236	147,449	151,662	155,875	160,088	164,301	4,213

Salary Table 2026-AL
Incorporating the 1% General Schedule Increase and a Locality Payment of 20.77%
For the Locality Pay Area of Albany-Schenectady, NY-MA
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	\$ 27,275	\$ 28,189	\$ 29,096	\$ 29,999	\$ 30,904	\$ 31,434	\$ 32,331	\$ 33,235	\$ 33,272	\$ 34,115
2	30,667	31,397	32,413	33,272	33,644	34,633	35,622	36,611	37,601	38,590
3	33,463	34,579	35,695	36,811	37,927	39,043	40,158	41,274	42,390	43,506
4	37,563	38,815	40,068	41,320	42,573	43,825	45,077	46,330	47,582	48,835
5	42,027	43,428	44,829	46,230	47,630	49,031	50,432	51,833	53,234	54,635
6	46,848	48,409	49,971	51,533	53,094	54,656	56,217	57,779	59,340	60,902
7	52,059	53,795	55,530	57,266	59,001	60,736	62,472	64,207	65,943	67,678
8	57,653	59,575	61,496	63,418	65,339	67,260	69,182	71,103	73,025	74,946
9	63,678	65,802	67,925	70,048	72,171	74,294	76,417	78,540	80,663	82,787
10	70,124	72,461	74,798	77,135	79,471	81,808	84,145	86,482	88,819	91,156
11	77,045	79,614	82,183	84,752	87,320	89,889	92,458	95,027	97,595	100,164
12	92,344	95,423	98,501	101,580	104,658	107,737	110,815	113,893	116,972	120,050
13	109,810	113,471	117,131	120,792	124,452	128,113	131,773	135,434	139,094	142,755
14	129,763	134,089	138,414	142,740	147,066	151,392	155,718	160,044	164,370	168,696
15	152,634	157,722	162,810	167,898	172,986	178,074	183,162	188,250	193,338	197,200 *

* 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/>

Salary Table 2026-AQ
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.33%
For the Locality Pay Area of Albuquerque-Santa Fe-Las Vegas, NM
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	\$ 26,724	\$ 27,619	\$ 28,508	\$ 29,393	\$ 30,279	\$ 30,799	\$ 31,678	\$ 32,563	\$ 32,600	\$ 33,426
2	30,048	30,762	31,759	32,600	32,964	33,933	34,903	35,872	36,841	37,810
3	32,787	33,880	34,974	36,067	37,160	38,254	39,347	40,440	41,534	42,627
4	36,804	38,031	39,258	40,485	41,713	42,940	44,167	45,394	46,621	47,848
5	41,178	42,550	43,923	45,296	46,668	48,041	49,413	50,786	52,159	53,531
6	45,901	47,431	48,961	50,491	52,021	53,551	55,081	56,611	58,141	59,671
7	51,007	52,708	54,408	56,109	57,809	59,509	61,210	62,910	64,611	66,311
8	56,488	58,371	60,254	62,136	64,019	65,902	67,784	69,667	71,549	73,432
9	62,392	64,472	66,552	68,633	70,713	72,793	74,873	76,954	79,034	81,114
10	68,707	70,997	73,287	75,576	77,866	80,156	82,445	84,735	87,025	89,314
11	75,489	78,006	80,522	83,039	85,556	88,073	90,590	93,107	95,624	98,141
12	90,479	93,495	96,511	99,527	102,544	105,560	108,576	111,592	114,609	117,625
13	107,592	111,178	114,765	118,351	121,938	125,524	129,111	132,698	136,284	139,871
14	127,141	131,379	135,618	139,857	144,095	148,334	152,572	156,811	161,049	165,288
15	149,550	154,535	159,521	164,506	169,491	174,476	179,462	184,447	189,432	194,417

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/>

Salary Table 2026-ATL
Incorporating the 1% General Schedule Increase and a Locality Payment of 23.79%
For the Locality Pay Area of Atlanta--Athens-Clarke County--Sandy Springs, GA-AL
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	\$ 27,957	\$ 28,894	\$ 29,823	\$ 30,749	\$ 31,677	\$ 32,220	\$ 33,140	\$ 34,066	\$ 34,104	\$ 34,968
2	31,434	32,182	33,224	34,104	34,485	35,499	36,513	37,527	38,541	39,555
3	34,300	35,444	36,587	37,731	38,875	40,019	41,163	42,306	43,450	44,594
4	38,502	39,786	41,070	42,354	43,637	44,921	46,205	47,488	48,772	50,056
5	43,078	44,514	45,950	47,386	48,822	50,258	51,693	53,129	54,565	56,001
6	48,019	49,620	51,221	52,821	54,422	56,022	57,623	59,224	60,824	62,425
7	53,361	55,140	56,919	58,698	60,476	62,255	64,034	65,813	67,592	69,371
8	59,095	61,064	63,034	65,003	66,973	68,942	70,912	72,881	74,851	76,820
9	65,271	67,447	69,623	71,799	73,976	76,152	78,328	80,504	82,681	84,857
10	71,877	74,273	76,668	79,063	81,459	83,854	86,249	88,645	91,040	93,435
11	78,972	81,605	84,238	86,871	89,504	92,137	94,770	97,403	100,036	102,669
12	94,654	97,809	100,964	104,120	107,275	110,431	113,586	116,741	119,897	123,052
13	112,556	116,308	120,060	123,812	127,564	131,316	135,069	138,821	142,573	146,325
14	133,007	137,442	141,876	146,310	150,744	155,178	159,612	164,047	168,481	172,915
15	156,451	161,666	166,881	172,097	177,312	182,527	187,742	192,958	197,200 *	197,200 *

* 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/>

Salary Table 2026-AU
Incorporating the 1% General Schedule Increase and a Locality Payment of 20.35%
For the Locality Pay Area of Austin-Round Rock-Georgetown, TX
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	\$ 27,180	\$ 28,091	\$ 28,995	\$ 29,895	\$ 30,796	\$ 31,325	\$ 32,219	\$ 33,119	\$ 33,156	\$ 33,996
2	30,560	31,287	32,301	33,156	33,527	34,513	35,498	36,484	37,470	38,455
3	33,347	34,459	35,571	36,683	37,795	38,907	40,019	41,131	42,243	43,355
4	37,432	38,680	39,929	41,177	42,425	43,673	44,921	46,169	47,417	48,665
5	41,881	43,277	44,673	46,069	47,465	48,861	50,257	51,653	53,049	54,445
6	46,685	48,241	49,797	51,353	52,909	54,466	56,022	57,578	59,134	60,690
7	51,878	53,608	55,337	57,066	58,796	60,525	62,255	63,984	65,714	67,443
8	57,453	59,367	61,282	63,197	65,112	67,027	68,941	70,856	72,771	74,686
9	63,457	65,573	67,688	69,804	71,920	74,036	76,151	78,267	80,383	82,499
10	69,880	72,209	74,538	76,866	79,195	81,524	83,853	86,181	88,510	90,839
11	76,777	79,337	81,897	84,457	87,017	89,577	92,136	94,696	97,256	99,816
12	92,023	95,091	98,159	101,226	104,294	107,362	110,430	113,497	116,565	119,633
13	109,428	113,076	116,724	120,372	124,019	127,667	131,315	134,963	138,611	142,259
14	129,311	133,622	137,933	142,244	146,555	150,866	155,177	159,488	163,799	168,110
15	152,103	157,173	162,244	167,314	172,385	177,455	182,525	187,596	192,666	197,200 *

* 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:

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Salary Table 2026-BH
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.24%
For the Locality Pay Area of Birmingham-Hoover-Talladega, AL
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	\$ 26,703	\$ 27,598	\$ 28,486	\$ 29,371	\$ 30,256	\$ 30,776	\$ 31,654	\$ 32,538	\$ 32,575	\$ 33,400
2	30,025	30,739	31,734	32,575	32,939	33,908	34,876	35,844	36,813	37,781
3	32,762	33,854	34,947	36,040	37,132	38,225	39,317	40,410	41,502	42,595
4	36,776	38,002	39,228	40,455	41,681	42,907	44,133	45,359	46,585	47,812
5	41,146	42,518	43,890	45,261	46,633	48,004	49,376	50,747	52,119	53,491
6	45,866	47,395	48,924	50,453	51,982	53,511	55,040	56,568	58,097	59,626
7	50,969	52,668	54,367	56,066	57,765	59,464	61,163	62,862	64,561	66,261
8	56,445	58,327	60,208	62,089	63,970	65,851	67,733	69,614	71,495	73,376
9	62,344	64,423	66,502	68,580	70,659	72,738	74,816	76,895	78,974	81,052
10	68,655	70,943	73,231	75,519	77,807	80,095	82,383	84,670	86,958	89,246
11	75,431	77,946	80,461	82,976	85,491	88,006	90,521	93,036	95,551	98,066
12	90,410	93,424	96,438	99,452	102,466	105,480	108,493	111,507	114,521	117,535
13	107,510	111,094	114,677	118,261	121,845	125,429	129,013	132,597	136,181	139,764
14	127,044	131,280	135,515	139,750	143,986	148,221	152,456	156,692	160,927	165,162
15	149,436	154,418	159,399	164,381	169,362	174,344	179,325	184,307	189,288	194,270

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/>

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

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	\$ 29,942	\$ 30,945	\$ 31,941	\$ 32,933	\$ 33,926	\$ 34,508	\$ 35,493	\$ 36,485	\$ 36,526	\$ 37,451
2	33,666	34,467	35,583	36,526	36,934	38,020	39,106	40,192	41,277	42,363
3	36,735	37,960	39,185	40,410	41,635	42,860	44,086	45,311	46,536	47,761
4	41,236	42,611	43,986	45,361	46,736	48,111	49,485	50,860	52,235	53,610
5	46,137	47,674	49,212	50,750	52,288	53,826	55,364	56,902	58,440	59,978
6	51,429	53,143	54,858	56,572	58,286	60,000	61,715	63,429	65,143	66,857
7	57,150	59,055	60,960	62,865	64,771	66,676	68,581	70,486	72,391	74,297
8	63,291	65,400	67,510	69,619	71,728	73,838	75,947	78,056	80,166	82,275
9	69,905	72,236	74,567	76,898	79,228	81,559	83,890	86,221	88,552	90,882
10	76,981	79,547	82,112	84,678	87,243	89,808	92,374	94,939	97,505	100,070
11	84,579	87,399	90,219	93,039	95,859	98,679	101,499	104,319	107,139	109,959
12	101,375	104,754	108,134	111,513	114,893	118,272	121,651	125,031	128,410	131,790
13	120,548	124,567	128,585	132,604	136,622	140,641	144,659	148,678	152,696	156,715
14	142,452	147,201	151,950	156,699	161,448	166,197	170,946	175,695	180,444	185,193
15	167,560	173,146	178,731	184,317	189,902	195,488	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-BU
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.41%
For the Locality Pay Area of Buffalo-Cheektowaga-Olean, NY
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	\$ 27,645	\$ 28,572	\$ 29,491	\$ 30,407	\$ 31,323	\$ 31,861	\$ 32,770	\$ 33,686	\$ 33,724	\$ 34,578
2	31,084	31,823	32,854	33,724	34,101	35,104	36,106	37,109	38,111	39,114
3	33,917	35,048	36,179	37,311	38,442	39,573	40,704	41,835	42,966	44,097
4	38,073	39,343	40,612	41,881	43,151	44,420	45,690	46,959	48,228	49,498
5	42,597	44,017	45,437	46,857	48,277	49,697	51,117	52,537	53,957	55,377
6	47,484	49,067	50,650	52,232	53,815	55,398	56,981	58,563	60,146	61,729
7	52,766	54,525	56,284	58,043	59,802	61,561	63,320	65,079	66,838	68,597
8	58,436	60,384	62,331	64,279	66,226	68,174	70,121	72,069	74,016	75,964
9	64,543	66,695	68,847	70,999	73,151	75,303	77,455	79,607	81,759	83,911
10	71,076	73,445	75,813	78,182	80,551	82,919	85,288	87,657	90,025	92,394
11	78,091	80,695	83,299	85,902	88,506	91,110	93,713	96,317	98,921	101,524
12	93,598	96,719	99,839	102,959	106,079	109,200	112,320	115,440	118,560	121,680
13	111,301	115,012	118,722	122,432	126,142	129,853	133,563	137,273	140,983	144,694
14	131,525	135,909	140,294	144,679	149,064	153,448	157,833	162,218	166,602	170,987
15	154,707	159,864	165,021	170,178	175,335	180,492	185,649	190,807	195,964	197,200 *

* 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:

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Salary Table 2026-BN
Incorporating the 1% General Schedule Increase and a Locality Payment of 19.45%
For the Locality Pay Area of Burlington-South Burlington-Barre, VT
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	\$ 26,977	\$ 27,881	\$ 28,778	\$ 29,671	\$ 30,566	\$ 31,090	\$ 31,978	\$ 32,871	\$ 32,908	\$ 33,742
2	30,332	31,053	32,059	32,908	33,276	34,255	35,233	36,211	37,190	38,168
3	33,097	34,201	35,305	36,408	37,512	38,616	39,720	40,823	41,927	43,031
4	37,153	38,391	39,630	40,869	42,107	43,346	44,585	45,823	47,062	48,301
5	41,567	42,953	44,339	45,724	47,110	48,496	49,881	51,267	52,652	54,038
6	46,336	47,880	49,425	50,969	52,514	54,058	55,603	57,147	58,692	60,236
7	51,490	53,207	54,923	56,640	58,356	60,073	61,789	63,506	65,222	66,939
8	57,023	58,923	60,824	62,724	64,625	66,525	68,426	70,326	72,227	74,127
9	62,982	65,082	67,182	69,282	71,382	73,482	75,582	77,682	79,782	81,882
10	69,357	71,669	73,980	76,292	78,603	80,914	83,226	85,537	87,848	90,160
11	76,203	78,744	81,285	83,825	86,366	88,907	91,447	93,988	96,529	99,069
12	91,335	94,380	97,425	100,469	103,514	106,559	109,604	112,649	115,693	118,738
13	108,610	112,230	115,851	119,472	123,092	126,713	130,333	133,954	137,574	141,195
14	128,344	132,623	136,902	141,180	145,459	149,738	154,016	158,295	162,574	166,853
15	150,966	155,998	161,031	166,063	171,095	176,128	181,160	186,193	191,225	196,258

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/>

Salary Table 2026-CT
Incorporating the 1% General Schedule Increase and a Locality Payment of 19.67%
For the Locality Pay Area of Charlotte-Concord, NC-SC
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	\$ 27,026	\$ 27,932	\$ 28,831	\$ 29,726	\$ 30,622	\$ 31,148	\$ 32,037	\$ 32,932	\$ 32,969	\$ 33,804
2	30,388	31,111	32,118	32,969	33,338	34,318	35,298	36,278	37,258	38,238
3	33,158	34,264	35,370	36,475	37,581	38,687	39,793	40,898	42,004	43,110
4	37,221	38,462	39,703	40,944	42,185	43,426	44,667	45,908	47,149	48,390
5	41,644	43,032	44,420	45,808	47,197	48,585	49,973	51,361	52,749	54,138
6	46,421	47,969	49,516	51,063	52,611	54,158	55,705	57,253	58,800	60,347
7	51,585	53,305	55,024	56,744	58,464	60,183	61,903	63,623	65,342	67,062
8	57,128	59,032	60,936	62,840	64,744	66,648	68,552	70,456	72,360	74,264
9	63,098	65,202	67,306	69,410	71,514	73,617	75,721	77,825	79,929	82,033
10	69,485	71,801	74,116	76,432	78,748	81,063	83,379	85,694	88,010	90,326
11	76,343	78,889	81,434	83,980	86,525	89,070	91,616	94,161	96,707	99,252
12	91,503	94,554	97,604	100,654	103,705	106,755	109,806	112,856	115,906	118,957
13	108,810	112,437	116,064	119,692	123,319	126,946	130,573	134,200	137,828	141,455
14	128,581	132,867	137,154	141,440	145,727	150,014	154,300	158,587	162,873	167,160
15	151,244	156,285	161,327	166,369	171,411	176,452	181,494	186,536	191,577	196,619

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/>

Salary Table 2026-CHI
Incorporating the 1% General Schedule Increase and a Locality Payment of 30.86%
For the Locality Pay Area of Chicago-Naperville, IL-IN-WI
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	\$ 29,553	\$ 30,544	\$ 31,527	\$ 32,506	\$ 33,486	\$ 34,060	\$ 35,033	\$ 36,011	\$ 36,052	\$ 36,965
2	33,229	34,020	35,122	36,052	36,455	37,527	38,598	39,670	40,742	41,814
3	36,259	37,468	38,677	39,886	41,095	42,304	43,514	44,723	45,932	47,141
4	40,701	42,058	43,415	44,772	46,129	47,486	48,843	50,201	51,558	52,915
5	45,538	47,056	48,574	50,092	51,610	53,128	54,646	56,164	57,682	59,200
6	50,762	52,454	54,146	55,838	57,530	59,222	60,914	62,606	64,298	65,990
7	56,409	58,289	60,169	62,050	63,930	65,811	67,691	69,572	71,452	73,333
8	62,470	64,552	66,634	68,716	70,798	72,880	74,962	77,044	79,126	81,208
9	68,999	71,299	73,600	75,900	78,201	80,501	82,802	85,102	87,403	89,703
10	75,983	78,515	81,047	83,579	86,111	88,643	91,175	93,708	96,240	98,772
11	83,482	86,266	89,049	91,832	94,616	97,399	100,182	102,966	105,749	108,533
12	100,059	103,395	106,731	110,066	113,402	116,738	120,073	123,409	126,744	130,080
13	118,984	122,951	126,917	130,884	134,850	138,816	142,783	146,749	150,715	154,682
14	140,604	145,291	149,979	154,666	159,353	164,041	168,728	173,416	178,103	182,790
15	165,386	170,899	176,412	181,925	187,439	192,952	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-CIN
Incorporating the 1% General Schedule Increase and a Locality Payment of 21.93%
For the Locality Pay Area of Cincinnati-Wilmington-Maysville, OH-KY-IN
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	\$ 27,537	\$ 28,460	\$ 29,375	\$ 30,287	\$ 31,201	\$ 31,736	\$ 32,642	\$ 33,554	\$ 33,592	\$ 34,443
2	30,962	31,698	32,725	33,592	33,967	34,966	35,964	36,963	37,962	38,960
3	33,784	34,911	36,038	37,164	38,291	39,418	40,544	41,671	42,797	43,924
4	37,924	39,188	40,453	41,717	42,982	44,246	45,510	46,775	48,039	49,304
5	42,430	43,845	45,259	46,674	48,088	49,502	50,917	52,331	53,746	55,160
6	47,298	48,874	50,451	52,028	53,604	55,181	56,757	58,334	59,910	61,487
7	52,559	54,311	56,063	57,816	59,568	61,320	63,072	64,824	66,576	68,328
8	58,207	60,147	62,087	64,027	65,967	67,906	69,846	71,786	73,726	75,666
9	64,290	66,434	68,577	70,721	72,864	75,008	77,151	79,295	81,438	83,582
10	70,797	73,157	75,516	77,875	80,235	82,594	84,954	87,313	89,672	92,032
11	77,785	80,379	82,972	85,566	88,159	90,752	93,346	95,939	98,533	101,126
12	93,231	96,339	99,447	102,555	105,663	108,771	111,879	114,987	118,095	121,203
13	110,865	114,561	118,256	121,952	125,648	129,343	133,039	136,735	140,430	144,126
14	131,009	135,376	139,744	144,112	148,479	152,847	157,214	161,582	165,949	170,317
15	154,100	159,237	164,374	169,511	174,648	179,785	184,921	190,058	195,195	197,200 *

* 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/>

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

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	\$ 27,604	\$ 28,530	\$ 29,448	\$ 30,362	\$ 31,277	\$ 31,814	\$ 32,722	\$ 33,636	\$ 33,674	\$ 34,528
2	31,038	31,776	32,805	33,674	34,051	35,052	36,053	37,054	38,055	39,056
3	33,867	34,997	36,126	37,256	38,385	39,515	40,644	41,773	42,903	44,032
4	38,017	39,285	40,552	41,820	43,087	44,355	45,622	46,890	48,157	49,425
5	42,535	43,953	45,371	46,788	48,206	49,624	51,042	52,460	53,878	55,296
6	47,414	48,995	50,575	52,156	53,736	55,316	56,897	58,477	60,058	61,638
7	52,688	54,445	56,201	57,958	59,714	61,471	63,227	64,984	66,740	68,496
8	58,350	60,295	62,240	64,184	66,129	68,074	70,018	71,963	73,908	75,852
9	64,448	66,597	68,746	70,895	73,043	75,192	77,341	79,490	81,639	83,787
10	70,972	73,337	75,702	78,067	80,432	82,797	85,163	87,528	89,893	92,258
11	77,977	80,576	83,176	85,776	88,376	90,976	93,576	96,175	98,775	101,375
12	93,461	96,576	99,692	102,808	105,923	109,039	112,155	115,270	118,386	121,502
13	111,138	114,842	118,547	122,252	125,957	129,662	133,366	137,071	140,776	144,481
14	131,331	135,710	140,088	144,466	148,844	153,223	157,601	161,979	166,357	170,736
15	154,479	159,629	164,778	169,928	175,077	180,227	185,376	190,526	195,676	197,200 *

* 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/>

Salary Table 2026-CS
Incorporating the 1% General Schedule Increase and a Locality Payment of 20.15%
For the Locality Pay Area of Colorado Springs, CO
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	\$ 27,135	\$ 28,044	\$ 28,947	\$ 29,845	\$ 30,745	\$ 31,273	\$ 32,165	\$ 33,064	\$ 33,101	\$ 33,940
2	30,510	31,235	32,247	33,101	33,471	34,455	35,439	36,423	37,408	38,392
3	33,291	34,401	35,512	36,622	37,732	38,842	39,952	41,062	42,173	43,283
4	37,370	38,616	39,862	41,108	42,354	43,600	44,846	46,092	47,338	48,584
5	41,811	43,205	44,598	45,992	47,386	48,780	50,173	51,567	52,961	54,355
6	46,607	48,161	49,714	51,268	52,822	54,375	55,929	57,482	59,036	60,589
7	51,792	53,518	55,245	56,972	58,698	60,425	62,151	63,878	65,604	67,331
8	57,357	59,269	61,180	63,092	65,004	66,915	68,827	70,738	72,650	74,561
9	63,351	65,464	67,576	69,688	71,800	73,913	76,025	78,137	80,249	82,362
10	69,764	72,089	74,414	76,739	79,064	81,388	83,713	86,038	88,363	90,688
11	76,650	79,205	81,761	84,316	86,872	89,428	91,983	94,539	97,094	99,650
12	91,870	94,933	97,996	101,058	104,121	107,183	110,246	113,309	116,371	119,434
13	109,246	112,888	116,530	120,172	123,813	127,455	131,097	134,739	138,380	142,022
14	129,096	133,400	137,704	142,008	146,311	150,615	154,919	159,223	163,527	167,830
15	151,850	156,912	161,974	167,036	172,098	177,160	182,222	187,284	192,346	197,200 *

* 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/>

Salary Table 2026-COL
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.15%
For the Locality Pay Area of Columbus-Marion-Zanesville, OH
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	\$ 27,586	\$ 28,511	\$ 29,428	\$ 30,342	\$ 31,257	\$ 31,793	\$ 32,701	\$ 33,614	\$ 33,652	\$ 34,505
2	31,018	31,755	32,784	33,652	34,029	35,029	36,029	37,030	38,030	39,031
3	33,845	34,974	36,103	37,231	38,360	39,489	40,617	41,746	42,875	44,003
4	37,992	39,259	40,526	41,792	43,059	44,326	45,592	46,859	48,126	49,393
5	42,507	43,924	45,341	46,758	48,175	49,592	51,009	52,426	53,842	55,259
6	47,383	48,963	50,542	52,121	53,701	55,280	56,860	58,439	60,018	61,598
7	52,654	54,409	56,165	57,920	59,675	61,430	63,186	64,941	66,696	68,452
8	58,312	60,255	62,199	64,142	66,086	68,029	69,972	71,916	73,859	75,803
9	64,406	66,553	68,701	70,848	72,996	75,143	77,290	79,438	81,585	83,733
10	70,925	73,289	75,652	78,016	80,380	82,743	85,107	87,470	89,834	92,198
11	77,926	80,524	83,122	85,720	88,318	90,916	93,514	96,113	98,711	101,309
12	93,400	96,513	99,627	102,740	105,854	108,968	112,081	115,195	118,308	121,422
13	111,065	114,767	118,470	122,172	125,874	129,577	133,279	136,981	140,684	144,386
14	131,245	135,621	139,996	144,372	148,747	153,122	157,498	161,873	166,249	170,624
15	154,378	159,524	164,670	169,817	174,963	180,109	185,255	190,401	195,547	197,200 *

* 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/>

Salary Table 2026-CC
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.63%
For the Locality Pay Area of Corpus Christi-Kingsville-Alice, TX
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	\$ 26,566	\$ 27,456	\$ 28,339	\$ 29,219	\$ 30,100	\$ 30,617	\$ 31,491	\$ 32,371	\$ 32,407	\$ 33,228
2	29,870	30,580	31,571	32,407	32,769	33,733	34,696	35,660	36,623	37,586
3	32,593	33,680	34,767	35,854	36,941	38,027	39,114	40,201	41,288	42,375
4	36,586	37,806	39,026	40,246	41,466	42,686	43,905	45,125	46,345	47,565
5	40,934	42,299	43,663	45,028	46,392	47,757	49,121	50,486	51,850	53,215
6	45,630	47,151	48,672	50,193	51,714	53,235	54,756	56,277	57,798	59,318
7	50,706	52,396	54,086	55,777	57,467	59,157	60,848	62,538	64,228	65,919
8	56,154	58,026	59,897	61,769	63,640	65,512	67,383	69,255	71,126	72,998
9	62,023	64,091	66,159	68,227	70,295	72,362	74,430	76,498	78,566	80,634
10	68,301	70,577	72,853	75,129	77,405	79,681	81,958	84,234	86,510	88,786
11	75,042	77,544	80,046	82,548	85,050	87,552	90,054	92,556	95,058	97,560
12	89,943	92,942	95,940	98,939	101,937	104,935	107,934	110,932	113,931	116,929
13	106,955	110,520	114,086	117,651	121,217	124,782	128,347	131,913	135,478	139,043
14	126,389	130,602	134,816	139,029	143,243	147,456	151,670	155,883	160,097	164,310
15	148,665	153,621	158,577	163,533	168,489	173,444	178,400	183,356	188,312	193,267

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/>

Salary Table 2026-DFW
Incorporating the 1% General Schedule Increase and a Locality Payment of 27.26%
For the Locality Pay Area of Dallas-Fort Worth, TX-OK
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	\$ 28,740	\$ 29,704	\$ 30,659	\$ 31,611	\$ 32,565	\$ 33,123	\$ 34,069	\$ 35,021	\$ 35,060	\$ 35,948
2	32,315	33,084	34,155	35,060	35,452	36,494	37,537	38,579	39,621	40,663
3	35,261	36,437	37,613	38,789	39,965	41,141	42,316	43,492	44,668	45,844
4	39,582	40,901	42,221	43,541	44,860	46,180	47,500	48,819	50,139	51,459
5	44,285	45,761	47,238	48,714	50,190	51,666	53,143	54,619	56,095	57,571
6	49,365	51,011	52,656	54,302	55,947	57,593	59,238	60,884	62,529	64,175
7	54,857	56,685	58,514	60,343	62,172	64,000	65,829	67,658	69,487	71,315
8	60,751	62,776	64,801	66,825	68,850	70,875	72,900	74,924	76,949	78,974
9	67,100	69,338	71,575	73,812	76,049	78,287	80,524	82,761	84,998	87,235
10	73,892	76,355	78,817	81,280	83,742	86,205	88,667	91,130	93,592	96,055
11	81,186	83,892	86,599	89,306	92,013	94,720	97,426	100,133	102,840	105,547
12	97,307	100,551	103,795	107,038	110,282	113,526	116,770	120,014	123,258	126,502
13	115,711	119,568	123,426	127,283	131,140	134,997	138,855	142,712	146,569	150,426
14	136,736	141,294	145,853	150,411	154,970	159,528	164,086	168,645	173,203	177,762
15	160,836	166,198	171,559	176,921	182,282	187,644	193,005	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-DV
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.93%
For the Locality Pay Area of Davenport-Moline, IA-IL
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	\$ 26,859	\$ 27,759	\$ 28,653	\$ 29,542	\$ 30,433	\$ 30,955	\$ 31,839	\$ 32,728	\$ 32,765	\$ 33,595
2	30,200	30,918	31,920	32,765	33,132	34,106	35,080	36,054	37,028	38,002
3	32,953	34,052	35,151	36,250	37,349	38,448	39,547	40,646	41,744	42,843
4	36,991	38,224	39,457	40,691	41,924	43,157	44,391	45,624	46,857	48,091
5	41,386	42,766	44,146	45,525	46,905	48,284	49,664	51,044	52,423	53,803
6	46,134	47,672	49,210	50,747	52,285	53,823	55,361	56,898	58,436	59,974
7	51,266	52,975	54,684	56,393	58,102	59,811	61,520	63,229	64,938	66,647
8	56,775	58,667	60,559	62,451	64,344	66,236	68,128	70,020	71,912	73,804
9	62,708	64,799	66,890	68,981	71,071	73,162	75,253	77,344	79,435	81,525
10	69,056	71,357	73,658	75,959	78,261	80,562	82,863	85,165	87,466	89,767
11	75,871	78,401	80,931	83,460	85,990	88,520	91,049	93,579	96,109	98,638
12	90,937	93,969	97,000	100,032	103,064	106,095	109,127	112,158	115,190	118,221
13	108,137	111,742	115,347	118,951	122,556	126,161	129,766	133,370	136,975	140,580
14	127,786	132,046	136,306	140,566	144,826	149,086	153,346	157,606	161,866	166,126
15	150,308	155,319	160,330	165,340	170,351	175,361	180,372	185,382	190,393	195,403

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/>

Salary Table 2026-DAY
Incorporating the 1% General Schedule Increase and a Locality Payment of 21.42%
For the Locality Pay Area of Dayton-Springfield-Kettering, OH
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	\$ 27,421	\$ 28,341	\$ 29,253	\$ 30,161	\$ 31,070	\$ 31,603	\$ 32,505	\$ 33,414	\$ 33,451	\$ 34,299
2	30,832	31,566	32,588	33,451	33,825	34,820	35,814	36,808	37,803	38,797
3	33,643	34,765	35,887	37,009	38,131	39,253	40,375	41,496	42,618	43,740
4	37,765	39,024	40,284	41,543	42,802	44,061	45,320	46,579	47,838	49,097
5	42,253	43,661	45,070	46,478	47,887	49,295	50,704	52,112	53,521	54,929
6	47,100	48,670	50,240	51,810	53,380	54,950	56,520	58,090	59,660	61,230
7	52,339	54,084	55,829	57,574	59,319	61,063	62,808	64,553	66,298	68,043
8	57,963	59,895	61,827	63,759	65,691	67,622	69,554	71,486	73,418	75,350
9	64,021	66,156	68,290	70,425	72,559	74,694	76,829	78,963	81,098	83,232
10	70,501	72,851	75,200	77,550	79,899	82,249	84,598	86,948	89,297	91,647
11	77,460	80,042	82,625	85,208	87,790	90,373	92,956	95,538	98,121	100,703
12	92,841	95,936	99,031	102,126	105,221	108,316	111,411	114,506	117,601	120,696
13	110,401	114,081	117,762	121,442	125,122	128,802	132,483	136,163	139,843	143,523
14	130,461	134,810	139,159	143,509	147,858	152,207	156,557	160,906	165,255	169,604
15	153,455	158,571	163,686	168,802	173,917	179,033	184,148	189,263	194,379	197,200 *

* 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/>

Salary Table 2026-DEN
Incorporating the 1% General Schedule Increase and a Locality Payment of 30.52%
For the Locality Pay Area of Denver-Aurora, CO
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	\$ 29,477	\$ 30,465	\$ 31,445	\$ 32,421	\$ 33,399	\$ 33,972	\$ 34,942	\$ 35,918	\$ 35,958	\$ 36,869
2	33,143	33,931	35,030	35,958	36,360	37,429	38,498	39,567	40,636	41,705
3	36,164	37,370	38,576	39,782	40,989	42,195	43,401	44,607	45,813	47,019
4	40,596	41,949	43,303	44,656	46,010	47,363	48,717	50,070	51,424	52,777
5	45,420	46,934	48,448	49,962	51,476	52,990	54,504	56,018	57,532	59,046
6	50,630	52,318	54,005	55,693	57,381	59,068	60,756	62,443	64,131	65,819
7	56,262	58,138	60,013	61,889	63,764	65,640	67,515	69,391	71,267	73,142
8	62,308	64,384	66,461	68,537	70,614	72,691	74,767	76,844	78,920	80,997
9	68,819	71,114	73,408	75,703	77,997	80,292	82,587	84,881	87,176	89,470
10	75,785	78,311	80,836	83,362	85,887	88,413	90,939	93,464	95,990	98,515
11	83,265	86,041	88,818	91,594	94,370	97,146	99,922	102,698	105,475	108,251
12	99,800	103,126	106,453	109,780	113,107	116,434	119,761	123,088	126,415	129,742
13	118,675	122,631	126,587	130,543	134,500	138,456	142,412	146,368	150,324	154,280
14	140,239	144,914	149,589	154,264	158,939	163,615	168,290	172,965	177,640	182,316
15	164,956	170,455	175,954	181,453	186,952	192,450	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-DM
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.01%
For the Locality Pay Area of Des Moines-Ames-West Des Moines, IA
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	\$ 26,651	\$ 27,545	\$ 28,431	\$ 29,314	\$ 30,198	\$ 30,716	\$ 31,592	\$ 32,475	\$ 32,512	\$ 33,335
2	29,966	30,679	31,673	32,512	32,875	33,842	34,808	35,775	36,741	37,708
3	32,698	33,789	34,879	35,969	37,060	38,150	39,241	40,331	41,422	42,512
4	36,705	37,928	39,152	40,376	41,600	42,823	44,047	45,271	46,495	47,719
5	41,066	42,435	43,804	45,173	46,542	47,911	49,280	50,649	52,018	53,387
6	45,777	47,303	48,829	50,355	51,881	53,407	54,932	56,458	57,984	59,510
7	50,869	52,565	54,261	55,957	57,653	59,348	61,044	62,740	64,436	66,132
8	56,336	58,213	60,091	61,968	63,846	65,723	67,601	69,478	71,356	73,233
9	62,223	64,298	66,372	68,447	70,522	72,596	74,671	76,745	78,820	80,895
10	68,521	70,805	73,088	75,372	77,655	79,939	82,222	84,506	86,789	89,073
11	75,284	77,795	80,305	82,815	85,325	87,835	90,345	92,855	95,365	97,875
12	90,234	93,242	96,250	99,258	102,266	105,274	108,282	111,291	114,299	117,307
13	107,301	110,877	114,454	118,031	121,608	125,185	128,762	132,339	135,916	139,493
14	126,797	131,024	135,251	139,478	143,705	147,933	152,160	156,387	160,614	164,841
15	149,146	154,118	159,089	164,061	169,033	174,005	178,976	183,948	188,920	193,892

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/>

Salary Table 2026-DET
Incorporating the 1% General Schedule Increase and a Locality Payment of 29.12%
For the Locality Pay Area of Detroit-Warren-Ann Arbor, MI
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	\$ 29,160	\$ 30,138	\$ 31,108	\$ 32,073	\$ 33,041	\$ 33,607	\$ 34,567	\$ 35,533	\$ 35,573	\$ 36,474
2	32,787	33,567	34,655	35,573	35,970	37,028	38,085	39,143	40,200	41,258
3	35,777	36,970	38,163	39,356	40,549	41,742	42,935	44,128	45,321	46,514
4	40,160	41,499	42,838	44,177	45,516	46,855	48,194	49,533	50,872	52,211
5	44,932	46,430	47,928	49,426	50,924	52,421	53,919	55,417	56,915	58,413
6	50,087	51,756	53,426	55,096	56,765	58,435	60,104	61,774	63,443	65,113
7	55,658	57,514	59,369	61,225	63,080	64,936	66,791	68,647	70,502	72,358
8	61,639	63,694	65,748	67,802	69,857	71,911	73,965	76,019	78,074	80,128
9	68,081	70,351	72,621	74,891	77,161	79,431	81,701	83,971	86,241	88,510
10	74,972	77,471	79,969	82,468	84,966	87,465	89,963	92,462	94,960	97,458
11	82,372	85,118	87,865	90,611	93,358	96,104	98,850	101,597	104,343	107,090
12	98,729	102,020	105,312	108,603	111,894	115,185	118,477	121,768	125,059	128,350
13	117,402	121,316	125,230	129,143	133,057	136,970	140,884	144,798	148,711	152,625
14	138,734	143,359	147,984	152,610	157,235	161,860	166,485	171,110	175,735	180,360
15	163,187	168,627	174,067	179,506	184,946	190,386	195,826	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-FN
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.65%
For the Locality Pay Area of Fresno-Madera-Hanford, CA
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	\$ 26,570	\$ 27,461	\$ 28,344	\$ 29,224	\$ 30,105	\$ 30,622	\$ 31,496	\$ 32,376	\$ 32,413	\$ 33,234
2	29,875	30,585	31,576	32,413	32,775	33,738	34,702	35,666	36,629	37,593
3	32,598	33,686	34,773	35,860	36,947	38,034	39,121	40,208	41,295	42,382
4	36,593	37,813	39,033	40,253	41,473	42,693	43,913	45,133	46,353	47,573
5	40,941	42,306	43,671	45,035	46,400	47,765	49,129	50,494	51,859	53,224
6	45,638	47,159	48,680	50,201	51,722	53,244	54,765	56,286	57,807	59,329
7	50,714	52,405	54,095	55,786	57,477	59,167	60,858	62,549	64,239	65,930
8	56,164	58,036	59,907	61,779	63,651	65,523	67,395	69,266	71,138	73,010
9	62,033	64,102	66,170	68,238	70,306	72,375	74,443	76,511	78,580	80,648
10	68,312	70,589	72,865	75,142	77,418	79,695	81,971	84,248	86,525	88,801
11	75,055	77,557	80,060	82,562	85,064	87,567	90,069	92,572	95,074	97,577
12	89,959	92,958	95,957	98,955	101,954	104,953	107,952	110,951	113,950	116,949
13	106,973	110,539	114,105	117,671	121,237	124,803	128,369	131,935	135,501	139,067
14	126,410	130,624	134,839	139,053	143,267	147,481	151,696	155,910	160,124	164,338
15	148,691	153,647	158,604	163,561	168,517	173,474	178,430	183,387	188,344	193,300

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/>

Salary Table 2026-HB
Incorporating the 1% General Schedule Increase and a Locality Payment of 19.43%
For the Locality Pay Area of Harrisburg-Lebanon, PA
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	\$ 26,972	\$ 27,876	\$ 28,773	\$ 29,666	\$ 30,561	\$ 31,085	\$ 31,973	\$ 32,866	\$ 32,903	\$ 33,737
2	30,327	31,048	32,054	32,903	33,271	34,249	35,227	36,205	37,183	38,161
3	33,092	34,195	35,299	36,402	37,506	38,609	39,713	40,816	41,920	43,023
4	37,146	38,385	39,623	40,862	42,100	43,339	44,577	45,816	47,054	48,293
5	41,560	42,946	44,331	45,717	47,102	48,487	49,873	51,258	52,644	54,029
6	46,328	47,872	49,417	50,961	52,505	54,049	55,593	57,138	58,682	60,226
7	51,481	53,198	54,914	56,630	58,346	60,063	61,779	63,495	65,211	66,927
8	57,013	58,914	60,814	62,714	64,614	66,514	68,414	70,314	72,215	74,115
9	62,972	65,071	67,171	69,271	71,370	73,470	75,569	77,669	79,768	81,868
10	69,346	71,657	73,968	76,279	78,590	80,901	83,212	85,523	87,834	90,145
11	76,190	78,731	81,271	83,811	86,351	88,892	91,432	93,972	96,513	99,053
12	91,320	94,364	97,408	100,453	103,497	106,541	109,585	112,630	115,674	118,718
13	108,592	112,212	115,832	119,451	123,071	126,691	130,311	133,931	137,551	141,171
14	128,323	132,601	136,879	141,157	145,435	149,713	153,991	158,269	162,547	166,825
15	150,940	155,972	161,004	166,035	171,067	176,098	181,130	186,162	191,193	196,225

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/>

Salary Table 2026-HAR
Incorporating the 1% General Schedule Increase and a Locality Payment of 32.08%
For the Locality Pay Area of Hartford-East Hartford, CT-MA
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	\$ 29,829	\$ 30,829	\$ 31,821	\$ 32,809	\$ 33,798	\$ 34,378	\$ 35,359	\$ 36,347	\$ 36,388	\$ 37,310
2	33,539	34,337	35,449	36,388	36,795	37,877	38,958	40,040	41,122	42,204
3	36,597	37,817	39,038	40,258	41,478	42,699	43,919	45,140	46,360	47,580
4	41,081	42,451	43,820	45,190	46,560	47,929	49,299	50,669	52,038	53,408
5	45,963	47,495	49,027	50,559	52,091	53,623	55,155	56,687	58,220	59,752
6	51,235	52,943	54,651	56,359	58,066	59,774	61,482	63,190	64,898	66,605
7	56,934	58,832	60,730	62,628	64,526	66,424	68,322	70,220	72,118	74,016
8	63,052	65,154	67,255	69,357	71,458	73,559	75,661	77,762	79,863	81,965
9	69,642	71,964	74,286	76,608	78,930	81,252	83,574	85,896	88,218	90,540
10	76,691	79,247	81,802	84,358	86,914	89,470	92,025	94,581	97,137	99,693
11	84,260	87,070	89,879	92,688	95,498	98,307	101,116	103,926	106,735	109,545
12	100,992	104,359	107,726	111,092	114,459	117,826	121,193	124,559	127,926	131,293
13	120,094	124,097	128,100	132,104	136,107	140,110	144,114	148,117	152,120	156,124
14	141,915	146,646	151,377	156,108	160,839	165,570	170,301	175,032	179,764	184,495
15	166,928	172,493	178,057	183,622	189,186	194,751	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-HOU
Incorporating the 1% General Schedule Increase and a Locality Payment of 35.00%
For the Locality Pay Area of Houston-The Woodlands, TX
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	\$ 30,488	\$ 31,510	\$ 32,524	\$ 33,534	\$ 34,545	\$ 35,138	\$ 36,141	\$ 37,151	\$ 37,193	\$ 38,135
2	34,281	35,096	36,233	37,193	37,608	38,714	39,820	40,925	42,031	43,137
3	37,406	38,653	39,901	41,148	42,395	43,643	44,890	46,138	47,385	48,632
4	41,989	43,389	44,789	46,189	47,589	48,989	50,389	51,789	53,189	54,589
5	46,979	48,545	50,111	51,677	53,243	54,809	56,375	57,941	59,507	61,073
6	52,368	54,113	55,859	57,605	59,350	61,096	62,841	64,587	66,332	68,078
7	58,193	60,133	62,073	64,013	65,953	67,893	69,833	71,773	73,713	75,653
8	64,446	66,594	68,742	70,890	73,038	75,186	77,333	79,481	81,629	83,777
9	71,181	73,555	75,928	78,301	80,675	83,048	85,421	87,795	90,168	92,541
10	78,386	80,999	83,611	86,223	88,835	91,448	94,060	96,672	99,284	101,897
11	86,123	88,995	91,866	94,738	97,609	100,481	103,352	106,223	109,095	111,966
12	103,225	106,666	110,107	113,549	116,990	120,431	123,872	127,313	130,754	134,195
13	122,749	126,841	130,932	135,024	139,116	143,208	147,300	151,392	155,484	159,575
14	145,052	149,888	154,724	159,559	164,395	169,231	174,066	178,902	183,738	188,573
15	170,618	176,306	181,994	187,681	193,369	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-HNT
Incorporating the 1% General Schedule Increase and a Locality Payment of 21.91%
For the Locality Pay Area of Huntsville-Decatur, AL-TN
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	\$ 27,532	\$ 28,455	\$ 29,371	\$ 30,282	\$ 31,196	\$ 31,731	\$ 32,637	\$ 33,548	\$ 33,586	\$ 34,437
2	30,957	31,693	32,719	33,586	33,962	34,960	35,959	36,957	37,955	38,954
3	33,779	34,905	36,032	37,158	38,285	39,411	40,538	41,664	42,790	43,917
4	37,918	39,182	40,446	41,710	42,974	44,239	45,503	46,767	48,031	49,296
5	42,423	43,838	45,252	46,666	48,080	49,494	50,908	52,323	53,737	55,151
6	47,290	48,866	50,443	52,019	53,595	55,172	56,748	58,324	59,900	61,477
7	52,551	54,302	56,054	57,806	59,558	61,310	63,062	64,813	66,565	68,317
8	58,197	60,137	62,077	64,016	65,956	67,895	69,835	71,775	73,714	75,654
9	64,279	66,423	68,566	70,709	72,852	74,995	77,139	79,282	81,425	83,568
10	70,786	73,145	75,504	77,863	80,222	82,581	84,940	87,299	89,657	92,016
11	77,772	80,366	82,959	85,552	88,145	90,738	93,331	95,924	98,517	101,110
12	93,216	96,324	99,431	102,539	105,646	108,753	111,861	114,968	118,076	121,183
13	110,847	114,542	118,237	121,932	125,627	129,322	133,017	136,712	140,407	144,102
14	130,987	135,354	139,721	144,088	148,455	152,821	157,188	161,555	165,922	170,289
15	154,075	159,211	164,347	169,483	174,619	179,755	184,891	190,027	195,163	197,200 *

* 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/>

Salary Table 2026-IND
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.15%
For the Locality Pay Area of Indianapolis-Carmel-Muncie, IN
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	\$ 26,683	\$ 27,577	\$ 28,465	\$ 29,348	\$ 30,233	\$ 30,752	\$ 31,630	\$ 32,514	\$ 32,550	\$ 33,375
2	30,002	30,715	31,710	32,550	32,914	33,882	34,850	35,817	36,785	37,752
3	32,737	33,829	34,920	36,012	37,104	38,196	39,287	40,379	41,471	42,562
4	36,748	37,973	39,199	40,424	41,649	42,874	44,099	45,325	46,550	47,775
5	41,115	42,486	43,856	45,227	46,597	47,968	49,338	50,709	52,079	53,450
6	45,832	47,359	48,887	50,415	51,942	53,470	54,998	56,525	58,053	59,581
7	50,930	52,628	54,325	56,023	57,721	59,419	61,117	62,814	64,512	66,210
8	56,402	58,282	60,162	62,042	63,922	65,801	67,681	69,561	71,441	73,320
9	62,297	64,374	66,451	68,528	70,605	72,682	74,759	76,836	78,914	80,991
10	68,603	70,889	73,175	75,461	77,747	80,034	82,320	84,606	86,892	89,178
11	75,374	77,887	80,400	82,913	85,426	87,939	90,452	92,965	95,478	97,991
12	90,341	93,353	96,364	99,376	102,388	105,399	108,411	111,423	114,434	117,446
13	107,428	111,009	114,590	118,171	121,752	125,334	128,915	132,496	136,077	139,658
14	126,947	131,180	135,412	139,644	143,876	148,108	152,340	156,572	160,805	165,037
15	149,323	154,300	159,278	164,256	169,233	174,211	179,189	184,166	189,144	194,122

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/>

Salary Table 2026-KC
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.97%
For the Locality Pay Area of Kansas City-Overland Park-Kansas City, MO-KS
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	\$ 26,868	\$ 27,769	\$ 28,662	\$ 29,552	\$ 30,443	\$ 30,966	\$ 31,849	\$ 32,739	\$ 32,776	\$ 33,607
2	30,210	30,929	31,930	32,776	33,143	34,117	35,091	36,066	37,040	38,014
3	32,964	34,063	35,163	36,262	37,361	38,461	39,560	40,659	41,758	42,858
4	37,003	38,237	39,471	40,704	41,938	43,172	44,406	45,639	46,873	48,107
5	41,400	42,780	44,160	45,541	46,921	48,301	49,681	51,061	52,441	53,821
6	46,150	47,688	49,226	50,764	52,303	53,841	55,379	56,918	58,456	59,994
7	51,283	52,993	54,702	56,412	58,122	59,831	61,541	63,250	64,960	66,670
8	56,794	58,687	60,580	62,472	64,365	66,258	68,151	70,044	71,936	73,829
9	62,729	64,821	66,912	69,004	71,095	73,187	75,278	77,370	79,461	81,553
10	69,079	71,381	73,683	75,985	78,287	80,589	82,891	85,193	87,495	89,797
11	75,897	78,427	80,958	83,488	86,019	88,549	91,080	93,610	96,141	98,671
12	90,968	94,001	97,033	100,066	103,098	106,131	109,163	112,196	115,228	118,261
13	108,173	111,779	115,385	118,991	122,597	126,203	129,809	133,415	137,021	140,627
14	127,829	132,090	136,352	140,613	144,875	149,136	153,398	157,659	161,921	166,182
15	150,359	155,371	160,383	165,396	170,408	175,420	180,432	185,444	190,457	195,469

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/>

Salary Table 2026-LR
Incorporating the 1% General Schedule Increase and a Locality Payment of 21.59%
For the Locality Pay Area of Laredo, TX
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	\$ 27,460	\$ 28,380	\$ 29,293	\$ 30,203	\$ 31,114	\$ 31,647	\$ 32,551	\$ 33,460	\$ 33,498	\$ 34,347
2	30,875	31,610	32,634	33,498	33,873	34,868	35,864	36,860	37,856	38,852
3	33,690	34,814	35,937	37,061	38,184	39,308	40,431	41,555	42,678	43,802
4	37,818	39,079	40,340	41,601	42,862	44,123	45,383	46,644	47,905	49,166
5	42,312	43,723	45,133	46,543	47,954	49,364	50,775	52,185	53,596	55,006
6	47,166	48,738	50,310	51,882	53,455	55,027	56,599	58,171	59,743	61,315
7	52,413	54,160	55,907	57,654	59,402	61,149	62,896	64,643	66,391	68,138
8	58,045	59,979	61,914	63,848	65,783	67,717	69,652	71,586	73,521	75,455
9	64,111	66,248	68,386	70,523	72,661	74,799	76,936	79,074	81,211	83,349
10	70,600	72,953	75,306	77,658	80,011	82,364	84,717	87,069	89,422	91,775
11	77,568	80,155	82,741	85,327	87,913	90,499	93,086	95,672	98,258	100,844
12	92,971	96,071	99,170	102,269	105,369	108,468	111,567	114,667	117,766	120,865
13	110,556	114,241	117,926	121,612	125,297	128,983	132,668	136,353	140,039	143,724
14	130,644	134,999	139,354	143,710	148,065	152,420	156,776	161,131	165,486	169,842
15	153,670	158,793	163,915	169,038	174,161	179,283	184,406	189,528	194,651	197,200 *

* 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/>

Salary Table 2026-LV
Incorporating the 1% General Schedule Increase and a Locality Payment of 19.57%
For the Locality Pay Area of Las Vegas-Henderson, NV-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	\$ 27,004	\$ 27,909	\$ 28,807	\$ 29,701	\$ 30,597	\$ 31,122	\$ 32,010	\$ 32,904	\$ 32,942	\$ 33,776
2	30,362	31,085	32,091	32,942	33,310	34,289	35,268	36,248	37,227	38,206
3	33,130	34,235	35,340	36,445	37,550	38,655	39,759	40,864	41,969	43,074
4	37,190	38,430	39,670	40,910	42,150	43,390	44,630	45,869	47,109	48,349
5	41,609	42,996	44,383	45,770	47,157	48,544	49,931	51,318	52,705	54,092
6	46,382	47,928	49,474	51,021	52,567	54,113	55,659	57,205	58,751	60,297
7	51,542	53,260	54,978	56,697	58,415	60,133	61,851	63,569	65,288	67,006
8	57,080	58,983	60,885	62,787	64,690	66,592	68,494	70,397	72,299	74,202
9	63,046	65,148	67,250	69,352	71,454	73,556	75,658	77,760	79,862	81,964
10	69,427	71,741	74,054	76,368	78,682	80,996	83,309	85,623	87,937	90,250
11	76,280	78,823	81,366	83,909	86,453	88,996	91,539	94,082	96,626	99,169
12	91,427	94,475	97,522	100,570	103,618	106,666	109,714	112,762	115,810	118,857
13	108,719	112,343	115,967	119,592	123,216	126,840	130,464	134,088	137,712	141,337
14	128,473	132,756	137,039	141,322	145,605	149,888	154,171	158,454	162,737	167,020
15	151,117	156,155	161,192	166,230	171,267	176,305	181,342	186,380	191,417	196,455

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/>

Salary Table 2026-LA
Incorporating the 1% General Schedule Increase and a Locality Payment of 36.47%
For the Locality Pay Area of Los Angeles-Long Beach, CA
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	\$ 30,820	\$ 31,853	\$ 32,878	\$ 33,899	\$ 34,921	\$ 35,520	\$ 36,534	\$ 37,555	\$ 37,597	\$ 38,550
2	34,654	35,478	36,627	37,597	38,018	39,136	40,253	41,371	42,489	43,606
3	37,813	39,074	40,335	41,596	42,857	44,118	45,379	46,640	47,901	49,162
4	42,446	43,861	45,277	46,692	48,107	49,522	50,937	52,353	53,768	55,183
5	47,490	49,073	50,656	52,239	53,822	55,405	56,989	58,572	60,155	61,738
6	52,938	54,703	56,467	58,232	59,996	61,761	63,525	65,290	67,055	68,819
7	58,827	60,788	62,749	64,710	66,671	68,632	70,593	72,554	74,515	76,476
8	65,148	67,319	69,491	71,662	73,833	76,004	78,175	80,347	82,518	84,689
9	71,957	74,356	76,755	79,154	81,553	83,952	86,351	88,751	91,150	93,549
10	79,240	81,881	84,521	87,162	89,803	92,443	95,084	97,725	100,365	103,006
11	87,061	89,964	92,866	95,769	98,672	101,575	104,477	107,380	110,283	113,185
12	104,349	107,828	111,306	114,785	118,264	121,742	125,221	128,699	132,178	135,657
13	124,085	128,222	132,358	136,495	140,631	144,767	148,904	153,040	157,177	161,313
14	146,632	151,520	156,408	161,297	166,185	171,073	175,962	180,850	185,738	190,627
15	172,476	178,226	183,975	189,725	195,474	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-MFL
Incorporating the 1% General Schedule Increase and a Locality Payment of 24.67%
For the Locality Pay Area of Miami-Port St. Lucie-Fort Lauderdale, FL
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	\$ 28,155	\$ 29,099	\$ 30,035	\$ 30,968	\$ 31,902	\$ 32,449	\$ 33,375	\$ 34,308	\$ 34,347	\$ 35,217
2	31,657	32,410	33,460	34,347	34,731	35,752	36,773	37,794	38,815	39,836
3	34,544	35,696	36,847	37,999	39,151	40,303	41,455	42,607	43,759	44,911
4	38,776	40,069	41,362	42,655	43,947	45,240	46,533	47,826	49,119	50,412
5	43,384	44,830	46,276	47,722	49,169	50,615	52,061	53,507	54,953	56,399
6	48,361	49,973	51,585	53,197	54,809	56,421	58,033	59,645	61,257	62,869
7	53,740	55,532	57,323	59,115	60,906	62,698	64,489	66,281	68,072	69,864
8	59,515	61,498	63,482	65,465	67,449	69,432	71,416	73,399	75,383	77,366
9	65,735	67,926	70,118	72,310	74,502	76,693	78,885	81,077	83,268	85,460
10	72,388	74,801	77,213	79,625	82,038	84,450	86,863	89,275	91,687	94,100
11	79,533	82,185	84,837	87,488	90,140	92,792	95,444	98,095	100,747	103,399
12	95,326	98,504	101,682	104,860	108,038	111,216	114,393	117,571	120,749	123,927
13	113,356	117,135	120,914	124,692	128,471	132,250	136,029	139,807	143,586	147,365
14	133,953	138,419	142,884	147,350	151,816	156,281	160,747	165,213	169,678	174,144
15	157,563	162,815	168,068	173,320	178,572	183,825	189,077	194,329	197,200 *	197,200 *

* 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/>

Salary Table 2026-MIL
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.42%
For the Locality Pay Area of Milwaukee-Racine-Waukesha, WI
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	\$ 27,647	\$ 28,574	\$ 29,493	\$ 30,409	\$ 31,326	\$ 31,863	\$ 32,773	\$ 33,689	\$ 33,727	\$ 34,581
2	31,086	31,826	32,856	33,727	34,104	35,106	36,109	37,112	38,114	39,117
3	33,920	35,051	36,182	37,314	38,445	39,576	40,707	41,838	42,969	44,101
4	38,076	39,346	40,615	41,885	43,154	44,424	45,693	46,963	48,232	49,502
5	42,601	44,021	45,441	46,861	48,281	49,701	51,121	52,541	53,962	55,382
6	47,488	49,071	50,654	52,237	53,820	55,402	56,985	58,568	60,151	61,734
7	52,770	54,530	56,289	58,048	59,807	61,566	63,325	65,085	66,844	68,603
8	58,441	60,389	62,336	64,284	66,232	68,179	70,127	72,075	74,022	75,970
9	64,548	66,701	68,853	71,005	73,157	75,309	77,461	79,613	81,766	83,918
10	71,082	73,451	75,820	78,188	80,557	82,926	85,295	87,664	90,033	92,401
11	78,098	80,702	83,306	85,909	88,513	91,117	93,721	96,325	98,929	101,533
12	93,606	96,726	99,847	102,967	106,088	109,208	112,329	115,449	118,570	121,690
13	111,310	115,021	118,731	122,442	126,153	129,863	133,574	137,284	140,995	144,705
14	131,535	135,920	140,306	144,691	149,076	153,461	157,846	162,231	166,616	171,001
15	154,719	159,877	165,034	170,192	175,350	180,507	185,665	190,822	195,980	197,200 *

* 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/>

Salary Table 2026-MSP
Incorporating the 1% General Schedule Increase and a Locality Payment of 27.62%
For the Locality Pay Area of Minneapolis-St. Paul, MN-WI
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	\$ 28,822	\$ 29,788	\$ 30,746	\$ 31,701	\$ 32,657	\$ 33,217	\$ 34,165	\$ 35,120	\$ 35,159	\$ 36,050
2	32,407	33,177	34,252	35,159	35,552	36,598	37,643	38,688	39,733	40,778
3	35,361	36,540	37,719	38,899	40,078	41,257	42,436	43,615	44,795	45,974
4	39,694	41,017	42,340	43,664	44,987	46,311	47,634	48,958	50,281	51,604
5	44,410	45,891	47,371	48,852	50,332	51,812	53,293	54,773	56,254	57,734
6	49,505	51,155	52,805	54,455	56,106	57,756	59,406	61,056	62,706	64,356
7	55,012	56,846	58,680	60,514	62,347	64,181	66,015	67,849	69,683	71,517
8	60,923	62,954	64,984	67,015	69,045	71,075	73,106	75,136	77,167	79,197
9	67,290	69,534	71,777	74,021	76,264	78,508	80,752	82,995	85,239	87,482
10	74,101	76,571	79,040	81,510	83,979	86,449	88,918	91,387	93,857	96,326
11	81,415	84,130	86,844	89,559	92,273	94,988	97,702	100,417	103,131	105,845
12	97,582	100,835	104,088	107,341	110,594	113,847	117,100	120,353	123,606	126,859
13	116,038	119,907	123,775	127,643	131,511	135,379	139,247	143,116	146,984	150,852
14	137,123	141,694	146,265	150,837	155,408	159,979	164,551	169,122	173,693	178,265
15	161,291	166,668	172,045	177,421	182,798	188,174	193,551	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-NY
Incorporating the 1% General Schedule Increase and a Locality Payment of 37.95%
For the Locality Pay Area of New York-Newark, NY-NJ-CT-PA
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	\$ 31,155	\$ 32,199	\$ 33,235	\$ 34,267	\$ 35,300	\$ 35,906	\$ 36,931	\$ 37,962	\$ 38,005	\$ 38,968
2	35,030	35,863	37,024	38,005	38,430	39,560	40,690	41,820	42,949	44,079
3	38,223	39,498	40,773	42,047	43,322	44,596	45,871	47,146	48,420	49,695
4	42,907	44,337	45,768	47,198	48,629	50,059	51,490	52,920	54,351	55,781
5	48,005	49,605	51,206	52,806	54,406	56,006	57,607	59,207	60,807	62,407
6	53,512	55,296	57,080	58,863	60,647	62,431	64,214	65,998	67,782	69,565
7	59,465	61,447	63,429	65,412	67,394	69,376	71,359	73,341	75,323	77,306
8	65,855	68,049	70,244	72,439	74,634	76,828	79,023	81,218	83,413	85,608
9	72,737	75,162	77,587	80,012	82,438	84,863	87,288	89,713	92,138	94,563
10	80,099	82,769	85,438	88,107	90,777	93,446	96,115	98,785	101,454	104,123
11	88,005	90,939	93,874	96,808	99,742	102,676	105,610	108,545	111,479	114,413
12	105,481	108,997	112,513	116,030	119,546	123,062	126,579	130,095	133,611	137,128
13	125,431	129,612	133,794	137,975	142,156	146,337	150,519	154,700	158,881	163,062
14	148,222	153,163	158,104	163,046	167,987	172,929	177,870	182,811	187,753	192,694
15	174,347	180,159	185,970	191,782	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-OM
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.23%
For the Locality Pay Area of Omaha-Council Bluffs-Fremont, NE-IA
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	\$ 26,701	\$ 27,596	\$ 28,484	\$ 29,368	\$ 30,254	\$ 30,773	\$ 31,651	\$ 32,536	\$ 32,572	\$ 33,398
2	30,022	30,736	31,732	32,572	32,937	33,905	34,873	35,841	36,810	37,778
3	32,759	33,852	34,944	36,037	37,129	38,221	39,314	40,406	41,499	42,591
4	36,773	37,999	39,225	40,451	41,677	42,903	44,129	45,355	46,581	47,807
5	41,143	42,514	43,886	45,257	46,629	48,000	49,372	50,743	52,115	53,486
6	45,863	47,391	48,920	50,449	51,977	53,506	55,035	56,564	58,092	59,621
7	50,964	52,663	54,362	56,061	57,760	59,459	61,158	62,857	64,556	66,255
8	56,441	58,322	60,203	62,084	63,965	65,846	67,727	69,608	71,489	73,370
9	62,339	64,418	66,496	68,575	70,653	72,732	74,810	76,889	78,967	81,045
10	68,649	70,937	73,225	75,512	77,800	80,088	82,376	84,663	86,951	89,239
11	75,425	77,940	80,454	82,969	85,484	87,999	90,513	93,028	95,543	98,058
12	90,402	93,416	96,430	99,443	102,457	105,471	108,484	111,498	114,512	117,525
13	107,501	111,084	114,668	118,251	121,835	125,418	129,002	132,585	136,169	139,753
14	127,033	131,268	135,503	139,738	143,973	148,208	152,443	156,678	160,913	165,148
15	149,424	154,405	159,386	164,367	169,348	174,329	179,310	184,291	189,272	194,253

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/>

Salary Table 2026-PB
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.93%
For the Locality Pay Area of Palm Bay-Melbourne-Titusville, FL
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	\$ 26,633	\$ 27,526	\$ 28,412	\$ 29,294	\$ 30,177	\$ 30,695	\$ 31,571	\$ 32,453	\$ 32,490	\$ 33,313
2	29,946	30,658	31,651	32,490	32,853	33,819	34,785	35,750	36,716	37,682
3	32,676	33,766	34,855	35,945	37,035	38,124	39,214	40,304	41,393	42,483
4	36,680	37,903	39,126	40,349	41,572	42,794	44,017	45,240	46,463	47,686
5	41,038	42,406	43,774	45,142	46,510	47,878	49,246	50,614	51,982	53,350
6	45,746	47,271	48,796	50,321	51,846	53,370	54,895	56,420	57,945	59,470
7	50,835	52,530	54,224	55,919	57,614	59,308	61,003	62,697	64,392	66,087
8	56,297	58,174	60,050	61,926	63,802	65,679	67,555	69,431	71,308	73,184
9	62,181	64,254	66,327	68,401	70,474	72,547	74,620	76,693	78,767	80,840
10	68,475	70,757	73,039	75,321	77,603	79,885	82,167	84,448	86,730	89,012
11	75,233	77,742	80,250	82,759	85,267	87,775	90,284	92,792	95,300	97,809
12	90,173	93,179	96,185	99,191	102,197	105,203	108,209	111,215	114,221	117,227
13	107,228	110,802	114,377	117,951	121,526	125,100	128,675	132,249	135,824	139,398
14	126,711	130,935	135,160	139,384	143,608	147,832	152,057	156,281	160,505	164,729
15	149,045	154,013	158,981	163,950	168,918	173,887	178,855	183,823	188,792	193,760

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/>

Salary Table 2026-PHL
Incorporating the 1% General Schedule Increase and a Locality Payment of 28.99%
For the Locality Pay Area of Philadelphia-Reading-Camden, PA-NJ-DE-MD
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	\$ 29,131	\$ 30,108	\$ 31,076	\$ 32,041	\$ 33,007	\$ 33,574	\$ 34,532	\$ 35,497	\$ 35,537	\$ 36,437
2	32,754	33,534	34,620	35,537	35,934	36,990	38,047	39,103	40,160	41,216
3	35,741	36,932	38,124	39,316	40,508	41,700	42,892	44,084	45,275	46,467
4	40,120	41,457	42,795	44,133	45,470	46,808	48,146	49,483	50,821	52,158
5	44,887	46,384	47,880	49,376	50,872	52,369	53,865	55,361	56,858	58,354
6	50,037	51,704	53,372	55,040	56,708	58,376	60,044	61,711	63,379	65,047
7	55,602	57,456	59,310	61,163	63,017	64,870	66,724	68,578	70,431	72,285
8	61,577	63,629	65,682	67,734	69,786	71,838	73,891	75,943	77,995	80,047
9	68,013	70,280	72,548	74,815	77,083	79,351	81,618	83,886	86,154	88,421
10	74,897	77,393	79,889	82,385	84,881	87,377	89,872	92,368	94,864	97,360
11	82,289	85,033	87,776	90,520	93,264	96,007	98,751	101,494	104,238	106,982
12	98,630	101,918	105,206	108,493	111,781	115,069	118,357	121,645	124,933	128,221
13	117,284	121,194	125,104	129,013	132,923	136,833	140,742	144,652	148,562	152,471
14	138,595	143,215	147,835	152,456	157,076	161,697	166,317	170,938	175,558	180,178
15	163,023	168,457	173,891	179,326	184,760	190,194	195,629	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-PX
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	33,928	35,060	36,191	37,323	38,454	39,586	40,717	41,849	42,980	44,111
4	38,086	39,355	40,625	41,895	43,165	44,435	45,704	46,974	48,244	49,514
5	42,611	44,032	45,452	46,873	48,293	49,713	51,134	52,554	53,975	55,395
6	47,500	49,083	50,666	52,249	53,833	55,416	56,999	58,583	60,166	61,749
7	52,783	54,543	56,303	58,062	59,822	61,581	63,341	65,101	66,860	68,620
8	58,455	60,403	62,352	64,300	66,248	68,196	70,144	72,092	74,041	75,989
9	64,564	66,717	68,870	71,022	73,175	75,328	77,480	79,633	81,786	83,938
10	71,099	73,469	75,838	78,208	80,577	82,946	85,316	87,685	90,055	92,424
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)).

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/>

Salary Table 2026-PIT
Incorporating the 1% General Schedule Increase and a Locality Payment of 21.03%
For the Locality Pay Area of Pittsburgh-New Castle-Weirton, PA-OH-WV
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	\$ 27,333	\$ 28,250	\$ 29,159	\$ 30,064	\$ 30,970	\$ 31,502	\$ 32,401	\$ 33,306	\$ 33,344	\$ 34,189
2	30,733	31,464	32,483	33,344	33,717	34,708	35,699	36,690	37,681	38,673
3	33,535	34,653	35,772	36,890	38,008	39,127	40,245	41,363	42,482	43,600
4	37,644	38,899	40,154	41,409	42,664	43,919	45,174	46,430	47,685	48,940
5	42,117	43,521	44,925	46,329	47,733	49,137	50,541	51,945	53,349	54,753
6	46,949	48,514	50,079	51,644	53,208	54,773	56,338	57,903	59,468	61,033
7	52,171	53,910	55,650	57,389	59,128	60,867	62,606	64,346	66,085	67,824
8	57,777	59,703	61,628	63,554	65,480	67,405	69,331	71,256	73,182	75,108
9	63,815	65,943	68,071	70,199	72,326	74,454	76,582	78,709	80,837	82,965
10	70,275	72,617	74,959	77,301	79,643	81,985	84,326	86,668	89,010	91,352
11	77,211	79,785	82,360	84,934	87,508	90,083	92,657	95,231	97,806	100,380
12	92,543	95,628	98,713	101,798	104,883	107,968	111,053	114,139	117,224	120,309
13	110,047	113,715	117,383	121,052	124,720	128,389	132,057	135,725	139,394	143,062
14	130,042	134,377	138,712	143,048	147,383	151,718	156,054	160,389	164,724	169,060
15	152,963	158,062	163,161	168,260	173,359	178,458	183,557	188,656	193,755	197,200 *

* 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/>

Salary Table 2026-POR
Incorporating the 1% General Schedule Increase and a Locality Payment of 26.13%
For the Locality Pay Area of Portland-Vancouver-Salem, OR-WA
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	\$ 28,485	\$ 29,440	\$ 30,387	\$ 31,331	\$ 32,275	\$ 32,829	\$ 33,766	\$ 34,710	\$ 34,749	\$ 35,629
2	32,028	32,790	33,852	34,749	35,137	36,170	37,203	38,236	39,269	40,302
3	34,948	36,114	37,279	38,444	39,610	40,775	41,941	43,106	44,272	45,437
4	39,230	40,538	41,846	43,154	44,462	45,770	47,078	48,386	49,694	51,002
5	43,892	45,355	46,818	48,281	49,744	51,208	52,671	54,134	55,597	57,060
6	48,927	50,558	52,189	53,820	55,451	57,081	58,712	60,343	61,974	63,605
7	54,370	56,182	57,995	59,807	61,620	63,432	65,245	67,057	68,870	70,682
8	60,212	62,219	64,225	66,232	68,239	70,246	72,252	74,259	76,266	78,272
9	66,505	68,722	70,939	73,157	75,374	77,591	79,809	82,026	84,243	86,461
10	73,236	75,677	78,117	80,558	82,999	85,439	87,880	90,320	92,761	95,202
11	80,465	83,147	85,830	88,513	91,196	93,879	96,561	99,244	101,927	104,610
12	96,443	99,658	102,873	106,088	109,303	112,518	115,733	118,948	122,163	125,378
13	114,684	118,507	122,330	126,153	129,976	133,799	137,622	141,445	145,268	149,091
14	135,522	140,040	144,558	149,076	153,594	158,112	162,629	167,147	171,665	176,183
15	159,408	164,722	170,036	175,350	180,664	185,977	191,291	196,605	197,200 *	197,200 *

* 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/>

Salary Table 2026-RA
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.24%
For the Locality Pay Area of Raleigh-Durham-Cary, NC
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	\$ 27,607	\$ 28,532	\$ 29,450	\$ 30,364	\$ 31,280	\$ 31,817	\$ 32,725	\$ 33,639	\$ 33,677	\$ 34,530
2	31,040	31,779	32,808	33,677	34,054	35,055	36,056	37,057	38,058	39,059
3	33,870	35,000	36,129	37,259	38,388	39,518	40,647	41,777	42,906	44,036
4	38,020	39,288	40,556	41,823	43,091	44,358	45,626	46,894	48,161	49,429
5	42,538	43,956	45,374	46,792	48,210	49,628	51,046	52,464	53,882	55,300
6	47,418	48,999	50,579	52,160	53,740	55,321	56,901	58,482	60,063	61,643
7	52,693	54,449	56,206	57,963	59,719	61,476	63,232	64,989	66,745	68,502
8	58,355	60,300	62,245	64,189	66,134	68,079	70,024	71,969	73,914	75,858
9	64,453	66,602	68,751	70,900	73,049	75,198	77,347	79,496	81,645	83,794
10	70,977	73,343	75,708	78,073	80,439	82,804	85,169	87,535	89,900	92,266
11	77,983	80,583	83,183	85,783	88,383	90,983	93,583	96,183	98,783	101,383
12	93,468	96,584	99,700	102,816	105,932	109,048	112,164	115,280	118,396	121,511
13	111,147	114,852	118,557	122,262	125,967	129,672	133,377	137,082	140,787	144,493
14	131,342	135,721	140,099	144,478	148,857	153,235	157,614	161,992	166,371	170,750
15	154,492	159,642	164,792	169,942	175,092	180,242	185,392	190,542	195,692	197,200 *

* 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/>

Salary Table 2026-RN
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.52%
For the Locality Pay Area of Reno-Fernley, NV
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	\$ 26,541	\$ 27,430	\$ 28,313	\$ 29,192	\$ 30,072	\$ 30,588	\$ 31,461	\$ 32,340	\$ 32,377	\$ 33,197
2	29,842	30,552	31,541	32,377	32,739	33,701	34,664	35,626	36,589	37,551
3	32,562	33,648	34,734	35,820	36,906	37,992	39,078	40,164	41,250	42,335
4	36,552	37,771	38,990	40,208	41,427	42,646	43,864	45,083	46,302	47,520
5	40,896	42,259	43,622	44,985	46,349	47,712	49,075	50,438	51,802	53,165
6	45,587	47,107	48,626	50,146	51,665	53,185	54,704	56,224	57,743	59,263
7	50,658	52,347	54,036	55,724	57,413	59,102	60,791	62,480	64,168	65,857
8	56,102	57,971	59,841	61,711	63,581	65,450	67,320	69,190	71,060	72,929
9	61,965	64,031	66,097	68,163	70,229	72,295	74,361	76,427	78,493	80,559
10	68,237	70,511	72,785	75,059	77,333	79,607	81,881	84,155	86,429	88,703
11	74,972	77,472	79,971	82,471	84,970	87,470	89,970	92,469	94,969	97,469
12	89,859	92,855	95,850	98,846	101,842	104,837	107,833	110,828	113,824	116,820
13	106,855	110,417	113,979	117,541	121,103	124,665	128,227	131,789	135,351	138,913
14	126,271	130,480	134,690	138,899	143,109	147,318	151,528	155,738	159,947	164,157
15	148,526	153,478	158,429	163,380	168,331	173,282	178,233	183,184	188,135	193,087

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/>

Salary Table 2026-RCH
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.28%
For the Locality Pay Area of Richmond, VA
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	\$ 27,616	\$ 28,541	\$ 29,460	\$ 30,374	\$ 31,290	\$ 31,827	\$ 32,736	\$ 33,650	\$ 33,688	\$ 34,542
2	31,051	31,789	32,819	33,688	34,065	35,066	36,068	37,069	38,071	39,072
3	33,881	35,011	36,141	37,271	38,401	39,531	40,661	41,790	42,920	44,050
4	38,033	39,301	40,569	41,837	43,105	44,373	45,641	46,909	48,177	49,445
5	42,552	43,971	45,389	46,808	48,226	49,644	51,063	52,481	53,900	55,318
6	47,434	49,015	50,596	52,177	53,758	55,339	56,920	58,501	60,082	61,663
7	52,710	54,467	56,224	57,982	59,739	61,496	63,253	65,010	66,767	68,524
8	58,374	60,320	62,265	64,210	66,156	68,101	70,047	71,992	73,938	75,883
9	64,475	66,624	68,774	70,924	73,073	75,223	77,373	79,522	81,672	83,822
10	71,001	73,367	75,733	78,099	80,465	82,831	85,197	87,563	89,930	92,296
11	78,009	80,609	83,210	85,811	88,412	91,013	93,614	96,215	98,816	101,417
12	93,499	96,616	99,733	102,850	105,967	109,084	112,200	115,317	118,434	121,551
13	111,183	114,889	118,596	122,302	126,008	129,715	133,421	137,127	140,834	144,540
14	131,385	135,765	140,145	144,525	148,905	153,285	157,665	162,045	166,426	170,806
15	154,542	159,694	164,846	169,997	175,149	180,301	185,452	190,604	195,756	197,200 *

* 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/>

Salary Table 2026-RT
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.88%
For the Locality Pay Area of Rochester-Batavia-Seneca Falls, NY
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	\$ 26,622	\$ 27,514	\$ 28,400	\$ 29,281	\$ 30,164	\$ 30,682	\$ 31,558	\$ 32,439	\$ 32,476	\$ 33,299
2	29,933	30,645	31,638	32,476	32,839	33,804	34,770	35,735	36,701	37,666
3	32,662	33,751	34,841	35,930	37,019	38,108	39,197	40,287	41,376	42,465
4	36,664	37,887	39,109	40,331	41,554	42,776	43,999	45,221	46,444	47,666
5	41,021	42,388	43,756	45,123	46,491	47,858	49,226	50,593	51,960	53,328
6	45,727	47,251	48,775	50,299	51,824	53,348	54,872	56,396	57,920	59,445
7	50,813	52,507	54,201	55,895	57,589	59,283	60,977	62,671	64,365	66,059
8	56,274	58,149	60,024	61,900	63,775	65,651	67,526	69,402	71,277	73,153
9	62,155	64,227	66,299	68,372	70,444	72,516	74,589	76,661	78,733	80,806
10	68,446	70,727	73,008	75,289	77,570	79,851	82,132	84,413	86,694	88,975
11	75,202	77,709	80,216	82,723	85,231	87,738	90,245	92,753	95,260	97,767
12	90,135	93,139	96,144	99,149	102,154	105,158	108,163	111,168	114,173	117,177
13	107,182	110,755	114,328	117,901	121,474	125,047	128,620	132,193	135,766	139,339
14	126,657	130,880	135,102	139,325	143,547	147,770	151,992	156,215	160,437	164,659
15	148,981	153,948	158,914	163,880	168,847	173,813	178,779	183,745	188,712	193,678

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/>

Salary Table 2026-SAC
Incorporating the 1% General Schedule Increase and a Locality Payment of 29.76%
For the Locality Pay Area of Sacramento-Roseville, CA-NV
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	\$ 29,305	\$ 30,287	\$ 31,262	\$ 32,232	\$ 33,204	\$ 33,774	\$ 34,738	\$ 35,709	\$ 35,749	\$ 36,655
2	32,950	33,734	34,826	35,749	36,149	37,211	38,274	39,337	40,399	41,462
3	35,954	37,153	38,352	39,551	40,750	41,949	43,148	44,347	45,546	46,745
4	40,359	41,705	43,050	44,396	45,742	47,087	48,433	49,779	51,124	52,470
5	45,155	46,660	48,166	49,671	51,176	52,681	54,186	55,692	57,197	58,702
6	50,335	52,013	53,691	55,369	57,046	58,724	60,402	62,080	63,758	65,435
7	55,934	57,799	59,664	61,528	63,393	65,258	67,122	68,987	70,852	72,716
8	61,945	64,009	66,074	68,138	70,203	72,267	74,332	76,396	78,461	80,525
9	68,419	70,700	72,981	75,262	77,543	79,824	82,106	84,387	86,668	88,949
10	75,344	77,855	80,366	82,876	85,387	87,898	90,409	92,920	95,431	97,942
11	82,780	85,540	88,300	91,060	93,820	96,580	99,340	102,100	104,860	107,620
12	99,218	102,526	105,834	109,141	112,449	115,756	119,064	122,371	125,679	128,987
13	117,984	121,917	125,850	129,783	133,716	137,649	141,582	145,515	149,448	153,382
14	139,422	144,070	148,718	153,366	158,014	162,662	167,310	171,958	176,606	181,254
15	163,996	169,463	174,929	180,396	185,863	191,330	196,797	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-SO
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.78%
For the Locality Pay Area of San Antonio-New Braunfels-Pearsall, TX
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	\$ 26,825	\$ 27,724	\$ 28,616	\$ 29,505	\$ 30,395	\$ 30,916	\$ 31,799	\$ 32,687	\$ 32,724	\$ 33,553
2	30,162	30,879	31,879	32,724	33,090	34,063	35,035	36,008	36,981	37,954
3	32,912	34,009	35,107	36,204	37,302	38,399	39,497	40,594	41,692	42,789
4	36,944	38,176	39,408	40,639	41,871	43,103	44,335	45,566	46,798	48,030
5	41,334	42,712	44,090	45,468	46,846	48,223	49,601	50,979	52,357	53,735
6	46,076	47,612	49,148	50,683	52,219	53,755	55,291	56,827	58,363	59,898
7	51,201	52,908	54,615	56,322	58,029	59,736	61,443	63,149	64,856	66,563
8	56,703	58,593	60,483	62,373	64,262	66,152	68,042	69,932	71,822	73,711
9	62,629	64,717	66,805	68,894	70,982	73,070	75,158	77,246	79,334	81,423
10	68,968	71,267	73,565	75,864	78,162	80,460	82,759	85,057	87,356	89,654
11	75,776	78,302	80,829	83,355	85,882	88,408	90,934	93,461	95,987	98,514
12	90,823	93,850	96,878	99,906	102,934	105,961	108,989	112,017	115,044	118,072
13	108,001	111,601	115,201	118,801	122,402	126,002	129,602	133,202	136,802	140,403
14	127,624	131,879	136,134	140,388	144,643	148,898	153,153	157,407	161,662	165,917
15	150,119	155,123	160,127	165,132	170,136	175,140	180,144	185,148	190,153	195,157

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/>

Salary Table 2026-SD
Incorporating the 1% General Schedule Increase and a Locality Payment of 33.72%
For the Locality Pay Area of San Diego-Chula Vista-Carlsbad, CA
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	\$ 30,199	\$ 31,212	\$ 32,216	\$ 33,216	\$ 34,218	\$ 34,805	\$ 35,798	\$ 36,798	\$ 36,840	\$ 37,773
2	33,956	34,763	35,889	36,840	37,252	38,347	39,442	40,537	41,632	42,728
3	37,051	38,287	39,522	40,758	41,993	43,229	44,465	45,700	46,936	48,171
4	41,591	42,978	44,364	45,751	47,138	48,524	49,911	51,298	52,684	54,071
5	46,533	48,084	49,636	51,187	52,738	54,289	55,840	57,391	58,942	60,494
6	51,871	53,600	55,329	57,058	58,787	60,516	62,245	63,974	65,703	67,432
7	57,641	59,563	61,484	63,406	65,328	67,249	69,171	71,092	73,014	74,935
8	63,835	65,963	68,090	70,218	72,345	74,473	76,600	78,728	80,855	82,983
9	70,507	72,857	75,208	77,559	79,910	82,261	84,611	86,962	89,313	91,664
10	77,643	80,231	82,818	85,406	87,993	90,581	93,168	95,756	98,343	100,931
11	85,307	88,151	90,995	93,839	96,684	99,528	102,372	105,216	108,060	110,905
12	102,246	105,655	109,063	112,472	115,880	119,289	122,697	126,106	129,515	132,923
13	121,585	125,638	129,691	133,744	137,797	141,850	145,903	149,956	154,009	158,062
14	143,677	148,467	153,256	158,046	162,836	167,626	172,416	177,206	181,996	186,785
15	169,001	174,634	180,268	185,902	191,535	197,169	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-SF
Incorporating the 1% General Schedule Increase and a Locality Payment of 46.34%
For the Locality Pay Area of San Jose-San Francisco-Oakland, CA
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	\$ 33,049	\$ 34,157	\$ 35,256	\$ 36,351	\$ 37,447	\$ 38,089	\$ 39,177	\$ 40,271	\$ 40,317	\$ 41,338
2	37,160	38,044	39,276	40,317	40,767	41,966	43,164	44,363	45,561	46,760
3	40,548	41,900	43,252	44,604	45,957	47,309	48,661	50,013	51,365	52,718
4	45,516	47,034	48,551	50,069	51,586	53,104	54,621	56,139	57,656	59,174
5	50,925	52,622	54,320	56,017	57,715	59,413	61,110	62,808	64,505	66,203
6	56,767	58,659	60,551	62,443	64,335	66,228	68,120	70,012	71,904	73,796
7	63,081	65,184	67,287	69,390	71,493	73,596	75,699	77,802	79,905	82,007
8	69,860	72,188	74,516	76,845	79,173	81,501	83,829	86,158	88,486	90,814
9	77,161	79,733	82,306	84,879	87,451	90,024	92,597	95,169	97,742	100,315
10	84,971	87,803	90,634	93,466	96,298	99,129	101,961	104,793	107,624	110,456
11	93,358	96,470	99,583	102,696	105,808	108,921	112,034	115,146	118,259	121,371
12	111,896	115,626	119,356	123,087	126,817	130,547	134,277	138,007	141,738	145,468
13	133,060	137,495	141,931	146,366	150,802	155,237	159,673	164,109	168,544	172,980
14	157,236	162,478	167,720	172,962	178,204	183,446	188,688	193,930	197,200 *	197,200 *
15	184,950	191,116	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-SEA
Incorporating the 1% General Schedule Increase and a Locality Payment of 31.57%
For the Locality Pay Area of Seattle-Tacoma, WA
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	\$ 29,714	\$ 30,710	\$ 31,698	\$ 32,682	\$ 33,667	\$ 34,245	\$ 35,223	\$ 36,207	\$ 36,248	\$ 37,166
2	33,410	34,204	35,312	36,248	36,653	37,730	38,808	39,885	40,963	42,041
3	36,455	37,671	38,887	40,103	41,318	42,534	43,750	44,965	46,181	47,397
4	40,922	42,287	43,651	45,015	46,380	47,744	49,109	50,473	51,837	53,202
5	45,785	47,311	48,837	50,364	51,890	53,416	54,942	56,469	57,995	59,521
6	51,037	52,739	54,440	56,141	57,842	59,543	61,245	62,946	64,647	66,348
7	56,715	58,605	60,496	62,387	64,277	66,168	68,059	69,949	71,840	73,731
8	62,809	64,902	66,995	69,089	71,182	73,275	75,369	77,462	79,555	81,648
9	69,373	71,686	73,999	76,312	78,625	80,938	83,251	85,564	87,877	90,190
10	76,395	78,941	81,487	84,032	86,578	89,124	91,670	94,216	96,762	99,308
11	83,935	86,734	89,532	92,331	95,129	97,928	100,726	103,525	106,323	109,122
12	100,602	103,956	107,310	110,664	114,017	117,371	120,725	124,078	127,432	130,786
13	119,630	123,618	127,606	131,594	135,582	139,569	143,557	147,545	151,533	155,521
14	141,367	146,080	150,792	155,505	160,218	164,931	169,644	174,357	179,069	183,782
15	166,283	171,826	177,370	182,913	188,456	193,999	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-SN
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.67%
For the Locality Pay Area of Spokane-Spokane Valley-Coeur d'Alene, WA-ID
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	\$ 26,575	\$ 27,465	\$ 28,349	\$ 29,229	\$ 30,111	\$ 30,627	\$ 31,501	\$ 32,382	\$ 32,418	\$ 33,239
2	29,880	30,591	31,581	32,418	32,781	33,744	34,708	35,672	36,635	37,599
3	32,604	33,691	34,779	35,866	36,953	38,040	39,128	40,215	41,302	42,389
4	36,599	37,819	39,039	40,260	41,480	42,700	43,920	45,141	46,361	47,581
5	40,948	42,313	43,678	45,043	46,408	47,773	49,138	50,503	51,868	53,233
6	45,645	47,167	48,688	50,210	51,731	53,253	54,774	56,296	57,817	59,339
7	50,723	52,414	54,105	55,796	57,487	59,177	60,868	62,559	64,250	65,941
8	56,173	58,045	59,918	61,790	63,662	65,534	67,406	69,278	71,150	73,022
9	62,044	64,112	66,181	68,250	70,318	72,387	74,456	76,524	78,593	80,662
10	68,324	70,601	72,878	75,155	77,432	79,708	81,985	84,262	86,539	88,816
11	75,068	77,570	80,073	82,576	85,079	87,582	90,085	92,587	95,090	97,593
12	89,974	92,973	95,973	98,972	101,972	104,971	107,970	110,970	113,969	116,969
13	106,991	110,558	114,125	117,691	121,258	124,824	128,391	131,957	135,524	139,091
14	126,432	130,647	134,862	139,077	143,291	147,506	151,721	155,936	160,151	164,366
15	148,716	153,673	158,631	163,588	168,546	173,503	178,461	183,418	188,376	193,333

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/>

Salary Table 2026-SL
Incorporating the 1% General Schedule Increase and a Locality Payment of 20.03%
For the Locality Pay Area of St. Louis-St. Charles-Farmington, MO-IL
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	\$ 27,108	\$ 28,016	\$ 28,918	\$ 29,815	\$ 30,714	\$ 31,241	\$ 32,133	\$ 33,031	\$ 33,068	\$ 33,906
2	30,479	31,204	32,215	33,068	33,438	34,421	35,404	36,387	37,370	38,353
3	33,258	34,367	35,476	36,585	37,694	38,803	39,912	41,021	42,131	43,240
4	37,333	38,578	39,822	41,067	42,312	43,556	44,801	46,046	47,291	48,535
5	41,769	43,162	44,554	45,946	47,339	48,731	50,123	51,516	52,908	54,300
6	46,561	48,113	49,665	51,217	52,769	54,321	55,873	57,425	58,977	60,529
7	51,740	53,465	55,190	56,915	58,639	60,364	62,089	63,814	65,539	67,264
8	57,300	59,210	61,119	63,029	64,939	66,848	68,758	70,668	72,577	74,487
9	63,288	65,398	67,508	69,619	71,729	73,839	75,949	78,059	80,169	82,279
10	69,694	72,017	74,339	76,662	78,985	81,307	83,630	85,952	88,275	90,597
11	76,573	79,126	81,679	84,232	86,785	89,338	91,891	94,444	96,997	99,550
12	91,779	94,838	97,898	100,957	104,017	107,076	110,136	113,195	116,255	119,315
13	109,137	112,775	116,413	120,052	123,690	127,328	130,966	134,604	138,242	141,880
14	128,967	133,267	137,566	141,866	146,165	150,465	154,764	159,064	163,363	167,663
15	151,699	156,756	161,812	166,869	171,926	176,983	182,040	187,097	192,154	197,200 *

* 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/>

Salary Table 2026-TU
Incorporating the 1% General Schedule Increase and a Locality Payment of 19.28%
For the Locality Pay Area of Tucson-Nogales, 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	\$ 26,938	\$ 27,841	\$ 28,737	\$ 29,629	\$ 30,523	\$ 31,046	\$ 31,932	\$ 32,825	\$ 32,862	\$ 33,694
2	30,289	31,009	32,014	32,862	33,229	34,206	35,183	36,160	37,137	38,114
3	33,050	34,152	35,254	36,357	37,459	38,561	39,663	40,765	41,867	42,969
4	37,100	38,337	39,574	40,810	42,047	43,284	44,521	45,758	46,995	48,232
5	41,508	42,892	44,276	45,659	47,043	48,426	49,810	51,194	52,577	53,961
6	46,270	47,812	49,354	50,897	52,439	53,981	55,524	57,066	58,608	60,151
7	51,417	53,131	54,845	56,559	58,273	59,987	61,701	63,415	65,129	66,843
8	56,942	58,840	60,737	62,635	64,533	66,431	68,328	70,226	72,124	74,022
9	62,893	64,990	67,087	69,184	71,281	73,377	75,474	77,571	79,668	81,765
10	69,259	71,567	73,875	76,183	78,491	80,799	83,107	85,415	87,723	90,031
11	76,095	78,632	81,169	83,706	86,243	88,780	91,317	93,854	96,391	98,928
12	91,205	94,246	97,286	100,326	103,367	106,407	109,448	112,488	115,529	118,569
13	108,455	112,071	115,686	119,301	122,917	126,532	130,148	133,763	137,378	140,994
14	128,162	132,434	136,707	140,979	145,252	149,525	153,797	158,070	162,342	166,615
15	150,751	155,776	160,801	165,827	170,852	175,877	180,902	185,928	190,953	195,978

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/>

Salary Table 2026-VB
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.80%
For the Locality Pay Area of Virginia Beach-Norfolk, VA-NC
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	\$ 26,830	\$ 27,729	\$ 28,621	\$ 29,510	\$ 30,400	\$ 30,921	\$ 31,804	\$ 32,693	\$ 32,729	\$ 33,559
2	30,167	30,884	31,885	32,729	33,095	34,068	35,041	36,014	36,987	37,960
3	32,917	34,015	35,113	36,210	37,308	38,406	39,503	40,601	41,699	42,797
4	36,950	38,182	39,414	40,646	41,878	43,110	44,342	45,574	46,806	48,038
5	41,341	42,719	44,097	45,475	46,854	48,232	49,610	50,988	52,366	53,744
6	46,084	47,620	49,156	50,692	52,228	53,764	55,300	56,836	58,372	59,908
7	51,210	52,917	54,624	56,331	58,039	59,746	61,453	63,160	64,867	66,574
8	56,713	58,603	60,493	62,383	64,273	66,163	68,053	69,944	71,834	73,724
9	62,640	64,728	66,817	68,905	70,994	73,082	75,171	77,259	79,348	81,436
10	68,980	71,279	73,578	75,876	78,175	80,474	82,773	85,071	87,370	89,669
11	75,788	78,315	80,842	83,369	85,896	88,423	90,950	93,477	96,003	98,530
12	90,838	93,866	96,894	99,923	102,951	105,979	109,007	112,036	115,064	118,092
13	108,019	111,620	115,221	118,821	122,422	126,023	129,624	133,225	136,826	140,426
14	127,646	131,901	136,157	140,412	144,668	148,923	153,178	157,434	161,689	165,945
15	150,144	155,149	160,154	165,159	170,164	175,169	180,174	185,180	190,185	195,190

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/>

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

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	\$ 30,249	\$ 31,263	\$ 32,269	\$ 33,271	\$ 34,274	\$ 34,862	\$ 35,857	\$ 36,859	\$ 36,900	\$ 37,835
2	34,011	34,820	35,948	36,900	37,313	38,410	39,507	40,604	41,701	42,798
3	37,112	38,350	39,587	40,825	42,063	43,300	44,538	45,775	47,013	48,251
4	41,659	43,048	44,437	45,826	47,215	48,604	49,993	51,382	52,771	54,160
5	46,610	48,163	49,717	51,271	52,825	54,378	55,932	57,486	59,039	60,593
6	51,957	53,689	55,420	57,152	58,884	60,616	62,348	64,080	65,811	67,543
7	57,736	59,661	61,586	63,510	65,435	67,360	69,284	71,209	73,134	75,059
8	63,940	66,071	68,202	70,333	72,464	74,595	76,726	78,857	80,988	83,119
9	70,623	72,977	75,332	77,687	80,041	82,396	84,751	87,105	89,460	91,815
10	77,771	80,363	82,954	85,546	88,138	90,730	93,321	95,913	98,505	101,097
11	85,447	88,296	91,145	93,994	96,843	99,692	102,540	105,389	108,238	111,087
12	102,415	105,829	109,243	112,657	116,071	119,485	122,899	126,313	129,728	133,142
13	121,785	125,845	129,904	133,964	138,024	142,084	146,143	150,203	154,263	158,322
14	143,913	148,711	153,509	158,306	163,104	167,902	172,700	177,497	182,295	187,093
15	169,279	174,922	180,565	186,207	191,850	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

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

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	\$ 26,437	\$ 27,323	\$ 28,202	\$ 29,078	\$ 29,954	\$ 30,468	\$ 31,338	\$ 32,214	\$ 32,250	\$ 33,067
2	29,725	30,432	31,418	32,250	32,611	33,569	34,528	35,487	36,445	37,404
3	32,435	33,517	34,598	35,680	36,762	37,843	38,925	40,006	41,088	42,170
4	36,409	37,623	38,837	40,051	41,265	42,479	43,693	44,907	46,120	47,334
5	40,736	42,094	43,452	44,809	46,167	47,525	48,883	50,241	51,599	52,957
6	45,409	46,922	48,436	49,950	51,463	52,977	54,490	56,004	57,517	59,031
7	50,460	52,142	53,824	55,506	57,188	58,871	60,553	62,235	63,917	65,599
8	55,882	57,745	59,607	61,469	63,332	65,194	67,057	68,919	70,781	72,644
9	61,722	63,780	65,838	67,896	69,954	72,012	74,070	76,128	78,186	80,243
10	67,970	70,235	72,500	74,765	77,030	79,295	81,560	83,825	86,091	88,356
11	74,678	77,168	79,658	82,148	84,638	87,128	89,618	92,107	94,597	97,087
12	89,508	92,491	95,475	98,459	101,443	104,427	107,411	110,395	113,378	116,362
13	106,437	109,985	113,533	117,081	120,629	124,177	127,725	131,273	134,822	138,370
14	125,776	129,969	134,162	138,356	142,549	146,742	150,935	155,128	159,321	163,514
15	147,945	152,877	157,809	162,740	167,672	172,604	177,536	182,467	187,399	192,331

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/>

Salary Table 2026-AK
Incorporating the 1% General Schedule Increase and a Locality Payment of 32.36%
State of Alaska
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	\$ 29,892	\$ 30,894	\$ 31,888	\$ 32,878	\$ 33,870	\$ 34,451	\$ 35,434	\$ 36,424	\$ 36,465	\$ 37,389
2	33,610	34,410	35,524	36,465	36,873	37,957	39,041	40,125	41,209	42,293
3	36,674	37,897	39,120	40,343	41,566	42,789	44,012	45,235	46,458	47,681
4	41,168	42,541	43,913	45,286	46,658	48,031	49,403	50,776	52,149	53,521
5	46,060	47,595	49,131	50,666	52,201	53,737	55,272	56,808	58,343	59,878
6	51,344	53,055	54,767	56,478	58,189	59,901	61,612	63,324	65,035	66,747
7	57,055	58,957	60,859	62,761	64,663	66,565	68,467	70,369	72,271	74,173
8	63,186	65,292	67,398	69,504	71,609	73,715	75,821	77,927	80,033	82,139
9	69,789	72,116	74,443	76,770	79,097	81,424	83,751	86,078	88,405	90,731
10	76,854	79,415	81,976	84,537	87,098	89,659	92,221	94,782	97,343	99,904
11	84,439	87,254	90,070	92,885	95,700	98,516	101,331	104,146	106,961	109,777
12	101,206	104,580	107,954	111,328	114,702	118,076	121,450	124,823	128,197	131,571
13	120,348	124,360	128,372	132,384	136,396	140,407	144,419	148,431	152,443	156,455
14	142,216	146,957	151,698	156,439	161,180	165,921	170,662	175,403	180,145	184,886
15	167,282	172,858	178,435	184,011	189,587	195,163	197,200 *	197,200 *	197,200 *	197,200 *

* 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/>

Salary Table 2026-HI
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.21%
State of Hawaii
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	\$ 27,600	\$ 28,525	\$ 29,443	\$ 30,357	\$ 31,272	\$ 31,809	\$ 32,717	\$ 33,631	\$ 33,669	\$ 34,522
2	31,033	31,771	32,800	33,669	34,045	35,046	36,047	37,048	38,049	39,050
3	33,862	34,991	36,120	37,250	38,379	39,508	40,637	41,766	42,896	44,025
4	38,011	39,278	40,546	41,813	43,080	44,348	45,615	46,882	48,150	49,417
5	42,528	43,945	45,363	46,781	48,198	49,616	51,034	52,451	53,869	55,287
6	47,406	48,987	50,567	52,147	53,727	55,307	56,888	58,468	60,048	61,628
7	52,680	54,436	56,192	57,948	59,704	61,461	63,217	64,973	66,729	68,485
8	58,341	60,285	62,229	64,174	66,118	68,062	70,007	71,951	73,895	75,840
9	64,438	66,586	68,735	70,883	73,031	75,180	77,328	79,477	81,625	83,774
10	70,960	73,325	75,690	78,054	80,419	82,784	85,149	87,513	89,878	92,243
11	77,964	80,563	83,163	85,762	88,361	90,961	93,560	96,160	98,759	101,359
12	93,445	96,561	99,676	102,791	105,906	109,021	112,136	115,251	118,366	121,482
13	111,119	114,824	118,528	122,232	125,936	129,640	133,345	137,049	140,753	144,457
14	131,310	135,687	140,065	144,442	148,820	153,198	157,575	161,953	166,330	170,708
15	154,454	159,603	164,751	169,900	175,049	180,197	185,346	190,495	195,644	197,200 *

* 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/>