**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**

*Hourly Basic (B) Rates by Grade and Step*
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step*

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 1 | B | $ 13.25 | $ 13.69 | $ 14.13 | $ 14.57 | $ 15.01 | $ 15.27 | $ 15.70 | $ 16.14 | $ 16.16 | $ 16.57 |
| | *O* | *19.88* | *20.54* | *21.20* | *21.86* | *22.52* | *22.91* | *23.55* | *24.21* | *24.24* | *24.86* |
| 2 | B | 14.89 | 15.25 | 15.74 | 16.16 | 16.34 | 16.82 | 17.30 | 17.78 | 18.26 | 18.74 |
| | *O* | *22.34* | *22.88* | *23.61* | *24.24* | *24.51* | *25.23* | *25.95* | *26.67* | *27.39* | *28.11* |
| 3 | B | 16.25 | 16.79 | 17.34 | 17.88 | 18.42 | 18.96 | 19.50 | 20.05 | 20.59 | 21.13 |
| | *O* | *24.38* | *25.19* | *26.01* | *26.82* | *27.63* | *28.44* | *29.25* | *30.08* | *30.89* | *31.70* |
| 4 | B | 18.24 | 18.85 | 19.46 | 20.07 | 20.68 | 21.28 | 21.89 | 22.50 | 23.11 | 23.72 |
| | *O* | *27.36* | *28.28* | *29.19* | *30.11* | *31.02* | *31.92* | *32.84* | *33.75* | *34.67* | *35.58* |
| 5 | B | 20.41 | 21.09 | 21.77 | 22.45 | 23.13 | 23.81 | 24.49 | 25.17 | 25.85 | 26.53 |
| | *O* | *30.62* | *31.64* | *32.66* | *33.68* | *34.70* | *35.72* | *36.74* | *37.76* | *38.78* | *39.80* |
| 6 | B | 22.75 | 23.51 | 24.27 | 25.03 | 25.79 | 26.54 | 27.30 | 28.06 | 28.82 | 29.58 |
| | *O* | *34.13* | *35.27* | *36.41* | *37.55* | *38.69* | *39.81* | *40.95* | *42.09* | *43.23* | *44.37* |
| 7 | B | 25.28 | 26.13 | 26.97 | 27.81 | 28.65 | 29.50 | 30.34 | 31.18 | 32.03 | 32.87 |
| | *O* | *37.92* | *39.20* | *40.46* | *41.72* | *42.98* | *44.25* | *45.51* | *46.77* | *48.05* | *49.31* |
| 8 | B | 28.00 | 28.93 | 29.87 | 30.80 | 31.73 | 32.67 | 33.60 | 34.53 | 35.47 | 36.40 |
| | *O* | *42.00* | *43.40* | *44.81* | *46.20* | *47.60* | *49.01* | *50.40* | *51.09* | *51.09* | *51.09* |
| 9 | B | 30.93 | 31.96 | 32.99 | 34.02 | 35.05 | 36.08 | 37.11 | 38.14 | 39.18 | 40.21 |
| | *O* | *46.40* | *47.94* | *49.49* | *51.03* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* |
| 10 | B | 34.06 | 35.19 | 36.33 | 37.46 | 38.60 | 39.73 | 40.87 | 42.00 | 43.14 | 44.27 |
| | *O* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* |
| 11 | B | 37.42 | 38.67 | 39.91 | 41.16 | 42.41 | 43.66 | 44.90 | 46.15 | 47.40 | 48.65 |
| | *O* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* |
| 12 | B | 44.85 | 46.34 | 47.84 | 49.33 | 50.83 | 52.32 | 53.82 | 55.31 | 56.81 | 58.30 |
| | *O* | *51.09* | *51.09* | *51.09* | *51.09* | *51.09* | *52.32* | *53.82* | *55.31* | *56.81* | *58.30* |
| 13 | B | 53.33 | 55.11 | 56.89 | 58.66 | 60.44 | 62.22 | 64.00 | 65.78 | 67.55 | 69.33 |
| | *O* | *53.33* | *55.11* | *56.89* | *58.66* | *60.44* | *62.22* | *64.00* | *65.78* | *67.55* | *69.33* |
| 14 | B | 63.02 | 65.12 | 67.22 | 69.32 | 71.43 | 73.53 | 75.63 | 77.73 | 79.83 | 81.93 |
| | *O* | *63.02* | *65.12* | *67.22* | *69.32* | *71.43* | *73.53* | *75.63* | *77.73* | *79.83* | *81.93* |
| 15 | B | 74.13 | 76.60 | 79.07 | 81.54 | 84.01 | 86.48 | 88.95 | 91.43 | 93.90 | 94.49 |
| | *O* | *74.13* | *76.60* | *79.07* | *81.54* | *84.01* | *86.48* | *88.95* | *91.43* | *93.90* | *94.49* |

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

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/