Salary Table 2026-CLE

Incorporating the 1% General Schedule Increase and a Locality Payment of 22.23%

For the Locality Pay Area of Cleveland-Akron-Canton, OH-PA

Total Increase: 1%

Effective January 2026

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

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

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

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