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

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	$ 13.22	$ 13.66	$ 14.10	$ 14.54	$ 14.98	$ 15.23	$ 15.67	$ 16.11	$ 16.12	$ 16.53
	O	*19.83*	*20.49*	*21.15*	*21.81*	*22.47*	*22.85*	*23.51*	*24.17*	*24.18*	*24.80*
2	B	14.86	15.22	15.71	16.12	16.31	16.78	17.26	17.74	18.22	18.70
	O	*22.29*	*22.83*	*23.57*	*24.18*	*24.47*	*25.17*	*25.89*	*26.61*	*27.33*	*28.05*
3	B	16.22	16.76	17.30	17.84	18.38	18.92	19.46	20.00	20.54	21.08
	O	*24.33*	*25.14*	*25.95*	*26.76*	*27.57*	*28.38*	*29.19*	*30.00*	*30.81*	*31.62*
4	B	18.20	18.81	19.42	20.02	20.63	21.24	21.85	22.45	23.06	23.67
	O	*27.30*	*28.22*	*29.13*	*30.03*	*30.95*	*31.86*	*32.78*	*33.68*	*34.59*	*35.51*
5	B	20.37	21.05	21.73	22.40	23.08	23.76	24.44	25.12	25.80	26.48
	O	*30.56*	*31.58*	*32.60*	*33.60*	*34.62*	*35.64*	*36.66*	*37.68*	*38.70*	*39.72*
6	B	22.70	23.46	24.22	24.97	25.73	26.49	27.24	28.00	28.76	29.52
	O	*34.05*	*35.19*	*36.33*	*37.46*	*38.60*	*39.74*	*40.86*	*42.00*	*43.14*	*44.28*
7	B	25.23	26.07	26.91	27.75	28.59	29.43	30.28	31.12	31.96	32.80
	O	*37.85*	*39.11*	*40.37*	*41.63*	*42.89*	*44.15*	*45.42*	*46.68*	*47.94*	*49.20*
8	B	27.94	28.87	29.80	30.73	31.67	32.60	33.53	34.46	35.39	36.32
	O	*41.91*	*43.31*	*44.70*	*46.10*	*47.51*	*48.90*	*50.30*	*50.97*	*50.97*	*50.97*
9	B	30.86	31.89	32.92	33.95	34.98	36.01	37.03	38.06	39.09	40.12
	O	*46.29*	*47.84*	*49.38*	*50.93*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*
10	B	33.98	35.12	36.25	37.38	38.51	39.65	40.78	41.91	43.04	44.18
	O	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*
11	B	37.34	38.58	39.83	41.07	42.32	43.56	44.81	46.05	47.30	48.54
	O	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*
12	B	44.75	46.24	47.74	49.23	50.72	52.21	53.70	55.20	56.69	58.18
	O	*50.97*	*50.97*	*50.97*	*50.97*	*50.97*	*52.21*	*53.70*	*55.20*	*56.69*	*58.18*
13	B	53.22	54.99	56.77	58.54	60.31	62.09	63.86	65.64	67.41	69.18
	O	*53.22*	*54.99*	*56.77*	*58.54*	*60.31*	*62.09*	*63.86*	*65.64*	*67.41*	*69.18*
14	B	62.89	64.98	67.08	69.18	71.27	73.37	75.47	77.56	79.66	81.76
	O	*62.89*	*64.98*	*67.08*	*69.18*	*71.27*	*73.37*	*75.47*	*77.56*	*79.66*	*81.76*
15	B	73.97	76.44	78.90	81.37	83.83	86.30	88.77	91.23	93.70	94.49
	O	*73.97*	*76.44*	*78.90*	*81.37*	*83.83*	*86.30*	*88.77*	*91.23*	*93.70*	*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/