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

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	$ 13.00	$ 13.44	$ 13.87	$ 14.30	$ 14.73	$ 14.98	$ 15.41	$ 15.84	$ 15.86	$ 16.26
	O	*19.50*	*20.16*	*20.81*	*21.45*	*22.10*	*22.47*	*23.12*	*23.76*	*23.79*	*24.39*
2	B	14.62	14.97	15.45	15.86	16.04	16.51	16.98	17.45	17.92	18.40
	O	*21.93*	*22.46*	*23.18*	*23.79*	*24.06*	*24.77*	*25.47*	*26.18*	*26.88*	*27.60*
3	B	15.95	16.48	17.02	17.55	18.08	18.61	19.14	19.68	20.21	20.74
	O	*23.93*	*24.72*	*25.53*	*26.33*	*27.12*	*27.92*	*28.71*	*29.52*	*30.32*	*31.11*
4	B	17.91	18.50	19.10	19.70	20.29	20.89	21.49	22.09	22.68	23.28
	O	*26.87*	*27.75*	*28.65*	*29.55*	*30.44*	*31.34*	*32.24*	*33.14*	*34.02*	*34.92*
5	B	20.03	20.70	21.37	22.04	22.71	23.37	24.04	24.71	25.38	26.04
	O	*30.05*	*31.05*	*32.06*	*33.06*	*34.07*	*35.06*	*36.06*	*37.07*	*38.07*	*39.06*
6	B	22.33	23.08	23.82	24.57	25.31	26.05	26.80	27.54	28.29	29.03
	O	*33.50*	*34.62*	*35.73*	*36.86*	*37.97*	*39.08*	*40.20*	*41.31*	*42.44*	*43.55*
7	B	24.82	25.64	26.47	27.30	28.13	28.95	29.78	30.61	31.43	32.26
	O	*37.23*	*38.46*	*39.71*	*40.95*	*42.20*	*43.43*	*44.67*	*45.92*	*47.15*	*48.39*
8	B	27.48	28.40	29.31	30.23	31.15	32.06	32.98	33.89	34.81	35.73
	O	*41.22*	*42.60*	*43.97*	*45.35*	*46.73*	*48.09*	*49.47*	*50.15*	*50.15*	*50.15*
9	B	30.36	31.37	32.38	33.39	34.40	35.42	36.43	37.44	38.45	39.46
	O	*45.54*	*47.06*	*48.57*	*50.09*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*
10	B	33.43	34.54	35.66	36.77	37.88	39.00	40.11	41.23	42.34	43.45
	O	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*
11	B	36.73	37.95	39.18	40.40	41.63	42.85	44.07	45.30	46.52	47.75
	O	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*
12	B	44.02	45.49	46.96	48.42	49.89	51.36	52.83	54.29	55.76	57.23
	O	*50.15*	*50.15*	*50.15*	*50.15*	*50.15*	*51.36*	*52.83*	*54.29*	*55.76*	*57.23*
13	B	52.35	54.09	55.84	57.58	59.33	61.07	62.82	64.56	66.31	68.05
	O	*52.35*	*54.09*	*55.84*	*57.58*	*59.33*	*61.07*	*62.82*	*64.56*	*66.31*	*68.05*
14	B	61.86	63.92	65.98	68.04	70.11	72.17	74.23	76.29	78.36	80.42
	O	*61.86*	*63.92*	*65.98*	*68.04*	*70.11*	*72.17*	*74.23*	*76.29*	*78.36*	*80.42*
15	B	72.76	75.19	77.61	80.04	82.46	84.89	87.31	89.74	92.16	94.49
	O	*72.76*	*75.19*	*77.61*	*80.04*	*82.46*	*84.89*	*87.31*	*89.74*	*92.16*	*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/