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

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	$ 12.95	$ 13.38	$ 13.81	$ 14.24	$ 14.67	$ 14.92	$ 15.35	$ 15.78	$ 15.80	$ 16.20
	O	*19.43*	*20.07*	*20.72*	*21.36*	*22.01*	*22.38*	*23.03*	*23.67*	*23.70*	*24.30*
2	B	14.56	14.91	15.39	15.80	15.97	16.44	16.91	17.38	17.85	18.32
	O	*21.84*	*22.37*	*23.09*	*23.70*	*23.96*	*24.66*	*25.37*	*26.07*	*26.78*	*27.48*
3	B	15.89	16.42	16.95	17.48	18.01	18.54	19.07	19.60	20.13	20.66
	O	*23.84*	*24.63*	*25.43*	*26.22*	*27.02*	*27.81*	*28.61*	*29.40*	*30.20*	*30.99*
4	B	17.83	18.43	19.02	19.62	20.21	20.81	21.40	22.00	22.59	23.19
	O	*26.75*	*27.65*	*28.53*	*29.43*	*30.32*	*31.22*	*32.10*	*33.00*	*33.89*	*34.79*
5	B	19.95	20.62	21.28	21.95	22.61	23.28	23.94	24.61	25.28	25.94
	O	*29.93*	*30.93*	*31.92*	*32.93*	*33.92*	*34.92*	*35.91*	*36.92*	*37.92*	*38.91*
6	B	22.24	22.98	23.73	24.47	25.21	25.95	26.69	27.43	28.17	28.92
	O	*33.36*	*34.47*	*35.60*	*36.71*	*37.82*	*38.93*	*40.04*	*41.15*	*42.26*	*43.38*
7	B	24.72	25.54	26.37	27.19	28.01	28.84	29.66	30.49	31.31	32.13
	O	*37.08*	*38.31*	*39.56*	*40.79*	*42.02*	*43.26*	*44.49*	*45.74*	*46.97*	*48.20*
8	B	27.37	28.29	29.20	30.11	31.02	31.93	32.85	33.76	34.67	35.58
	O	*41.06*	*42.44*	*43.80*	*45.17*	*46.53*	*47.90*	*49.28*	*49.94*	*49.94*	*49.94*
9	B	30.23	31.24	32.25	33.26	34.27	35.27	36.28	37.29	38.30	39.31
	O	*45.35*	*46.86*	*48.38*	*49.89*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*
10	B	33.29	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28
	O	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*
11	B	36.58	37.80	39.02	40.24	41.46	42.68	43.90	45.12	46.34	47.56
	O	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*
12	B	43.84	45.31	46.77	48.23	49.69	51.15	52.61	54.08	55.54	57.00
	O	*49.94*	*49.94*	*49.94*	*49.94*	*49.94*	*51.15*	*52.61*	*54.08*	*55.54*	*57.00*
13	B	52.14	53.87	55.61	57.35	59.09	60.83	62.56	64.30	66.04	67.78
	O	*52.14*	*53.87*	*55.61*	*57.35*	*59.09*	*60.83*	*62.56*	*64.30*	*66.04*	*67.78*
14	B	61.61	63.66	65.72	67.77	69.83	71.88	73.93	75.99	78.04	80.10
	O	*61.61*	*63.66*	*65.72*	*67.77*	*69.83*	*71.88*	*73.93*	*75.99*	*78.04*	*80.10*
15	B	72.47	74.89	77.30	79.72	82.13	84.55	86.96	89.38	91.80	94.21
	O	*72.47*	*74.89*	*77.30*	*79.72*	*82.13*	*84.55*	*86.96*	*89.38*	*91.80*	*94.21*

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/