Salary Table 2026-DCB

Incorporating the 1% General Schedule Increase and a Locality Payment of 33.94%

For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-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	$ 14.49	$ 14.98	$ 15.46	$ 15.94	$ 16.42	$ 16.70	$ 17.18	$ 17.66	$ 17.68	$ 18.13
	O	*21.74*	*22.47*	*23.19*	*23.91*	*24.63*	*25.05*	*25.77*	*26.49*	*26.52*	*27.20*
2	B	16.30	16.68	17.22	17.68	17.88	18.40	18.93	19.46	19.98	20.51
	O	*24.45*	*25.02*	*25.83*	*26.52*	*26.82*	*27.60*	*28.40*	*29.19*	*29.97*	*30.77*
3	B	17.78	18.38	18.97	19.56	20.15	20.75	21.34	21.93	22.53	23.12
	O	*26.67*	*27.57*	*28.46*	*29.34*	*30.23*	*31.13*	*32.01*	*32.90*	*33.80*	*34.68*
4	B	19.96	20.63	21.29	21.96	22.62	23.29	23.95	24.62	25.29	25.95
	O	*29.94*	*30.95*	*31.94*	*32.94*	*33.93*	*34.94*	*35.93*	*36.93*	*37.94*	*38.93*
5	B	22.33	23.08	23.82	24.57	25.31	26.06	26.80	27.54	28.29	29.03
	O	*33.50*	*34.62*	*35.73*	*36.86*	*37.97*	*39.09*	*40.20*	*41.31*	*42.44*	*43.55*
6	B	24.90	25.73	26.55	27.38	28.21	29.04	29.87	30.70	31.53	32.36
	O	*37.35*	*38.60*	*39.83*	*41.07*	*42.32*	*43.56*	*44.81*	*46.05*	*47.30*	*48.54*
7	B	27.66	28.59	29.51	30.43	31.35	32.28	33.20	34.12	35.04	35.97
	O	*41.49*	*42.89*	*44.27*	*45.65*	*47.03*	*48.42*	*49.80*	*51.18*	*52.56*	*53.96*
8	B	30.64	31.66	32.68	33.70	34.72	35.74	36.76	37.78	38.81	39.83
	O	*45.96*	*47.49*	*49.02*	*50.55*	*52.08*	*53.61*	*55.14*	*55.89*	*55.89*	*55.89*
9	B	33.84	34.97	36.10	37.22	38.35	39.48	40.61	41.74	42.87	43.99
	O	*50.76*	*52.46*	*54.15*	*55.83*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*
10	B	37.26	38.51	39.75	40.99	42.23	43.47	44.72	45.96	47.20	48.44
	O	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*
11	B	40.94	42.31	43.67	45.04	46.40	47.77	49.13	50.50	51.86	53.23
	O	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*
12	B	49.07	50.71	52.34	53.98	55.62	57.25	58.89	60.52	62.16	63.80
	O	*55.89*	*55.89*	*55.89*	*55.89*	*55.89*	*57.25*	*58.89*	*60.52*	*62.16*	*63.80*
13	B	58.35	60.30	62.24	64.19	66.14	68.08	70.03	71.97	73.92	75.86
	O	*58.35*	*60.30*	*62.24*	*64.19*	*66.14*	*68.08*	*70.03*	*71.97*	*73.92*	*75.86*
14	B	68.96	71.26	73.55	75.85	78.15	80.45	82.75	85.05	87.35	89.65
	O	*68.96*	*71.26*	*73.55*	*75.85*	*78.15*	*80.45*	*82.75*	*85.05*	*87.35*	*89.65*
15	B	81.11	83.82	86.52	89.22	91.93	94.49	94.49	94.49	94.49	94.49
	O	*81.11*	*83.82*	*86.52*	*89.22*	*91.93*	*94.49*	*94.49*	*94.49*	*94.49*	*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/