Salary Table 2026-IND

Incorporating the 1% General Schedule Increase and a Locality Payment of 18.15%

For the Locality Pay Area of Indianapolis-Carmel-Muncie, IN

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	$ 12.79	$ 13.21	$ 13.64	$ 14.06	$ 14.49	$ 14.74	$ 15.16	$ 15.58	$ 15.60	$ 15.99
	O	*19.19*	*19.82*	*20.46*	*21.09*	*21.74*	*22.11*	*22.74*	*23.37*	*23.40*	*23.99*
2	B	14.38	14.72	15.19	15.60	15.77	16.23	16.70	17.16	17.63	18.09
	O	*21.57*	*22.08*	*22.79*	*23.40*	*23.66*	*24.35*	*25.05*	*25.74*	*26.45*	*27.14*
3	B	15.69	16.21	16.73	17.26	17.78	18.30	18.82	19.35	19.87	20.39
	O	*23.54*	*24.32*	*25.10*	*25.89*	*26.67*	*27.45*	*28.23*	*29.03*	*29.81*	*30.59*
4	B	17.61	18.20	18.78	19.37	19.96	20.54	21.13	21.72	22.30	22.89
	O	*26.42*	*27.30*	*28.17*	*29.06*	*29.94*	*30.81*	*31.70*	*32.58*	*33.45*	*34.34*
5	B	19.70	20.36	21.01	21.67	22.33	22.98	23.64	24.30	24.95	25.61
	O	*29.55*	*30.54*	*31.52*	*32.51*	*33.50*	*34.47*	*35.46*	*36.45*	*37.43*	*38.42*
6	B	21.96	22.69	23.42	24.16	24.89	25.62	26.35	27.08	27.82	28.55
	O	*32.94*	*34.04*	*35.13*	*36.24*	*37.34*	*38.43*	*39.53*	*40.62*	*41.73*	*42.83*
7	B	24.40	25.22	26.03	26.84	27.66	28.47	29.28	30.10	30.91	31.72
	O	*36.60*	*37.83*	*39.05*	*40.26*	*41.49*	*42.71*	*43.92*	*45.15*	*46.37*	*47.58*
8	B	27.03	27.93	28.83	29.73	30.63	31.53	32.43	33.33	34.23	35.13
	O	*40.55*	*41.90*	*43.25*	*44.60*	*45.95*	*47.30*	*48.65*	*49.31*	*49.31*	*49.31*
9	B	29.85	30.85	31.84	32.84	33.83	34.83	35.82	36.82	37.81	38.81
	O	*44.78*	*46.28*	*47.76*	*49.26*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*
10	B	32.87	33.97	35.06	36.16	37.25	38.35	39.44	40.54	41.63	42.73
	O	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*
11	B	36.12	37.32	38.52	39.73	40.93	42.14	43.34	44.54	45.75	46.95
	O	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*
12	B	43.29	44.73	46.17	47.62	49.06	50.50	51.95	53.39	54.83	56.28
	O	*49.31*	*49.31*	*49.31*	*49.31*	*49.31*	*50.50*	*51.95*	*53.39*	*54.83*	*56.28*
13	B	51.47	53.19	54.91	56.62	58.34	60.05	61.77	63.49	65.20	66.92
	O	*51.47*	*53.19*	*54.91*	*56.62*	*58.34*	*60.05*	*61.77*	*63.49*	*65.20*	*66.92*
14	B	60.83	62.86	64.88	66.91	68.94	70.97	72.99	75.02	77.05	79.08
	O	*60.83*	*62.86*	*64.88*	*66.91*	*68.94*	*70.97*	*72.99*	*75.02*	*77.05*	*79.08*
15	B	71.55	73.93	76.32	78.70	81.09	83.47	85.86	88.24	90.63	93.01
	O	*71.55*	*73.93*	*76.32*	*78.70*	*81.09*	*83.47*	*85.86*	*88.24*	*90.63*	*93.01*

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/