Salary Table 2026-MIL

Incorporating the 1% General Schedule Increase and a Locality Payment of 22.42%

For the Locality Pay Area of Milwaukee-Racine-Waukesha, WI

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	$ 13.25	$ 13.69	$ 14.13	$ 14.57	$ 15.01	$ 15.27	$ 15.70	$ 16.14	$ 16.16	$ 16.57
	O	*19.88*	*20.54*	*21.20*	*21.86*	*22.52*	*22.91*	*23.55*	*24.21*	*24.24*	*24.86*
2	B	14.90	15.25	15.74	16.16	16.34	16.82	17.30	17.78	18.26	18.74
	O	*22.35*	*22.88*	*23.61*	*24.24*	*24.51*	*25.23*	*25.95*	*26.67*	*27.39*	*28.11*
3	B	16.25	16.79	17.34	17.88	18.42	18.96	19.51	20.05	20.59	21.13
	O	*24.38*	*25.19*	*26.01*	*26.82*	*27.63*	*28.44*	*29.27*	*30.08*	*30.89*	*31.70*
4	B	18.24	18.85	19.46	20.07	20.68	21.29	21.89	22.50	23.11	23.72
	O	*27.36*	*28.28*	*29.19*	*30.11*	*31.02*	*31.94*	*32.84*	*33.75*	*34.67*	*35.58*
5	B	20.41	21.09	21.77	22.45	23.13	23.81	24.49	25.18	25.86	26.54
	O	*30.62*	*31.64*	*32.66*	*33.68*	*34.70*	*35.72*	*36.74*	*37.77*	*38.79*	*39.81*
6	B	22.75	23.51	24.27	25.03	25.79	26.55	27.30	28.06	28.82	29.58
	O	*34.13*	*35.27*	*36.41*	*37.55*	*38.69*	*39.83*	*40.95*	*42.09*	*43.23*	*44.37*
7	B	25.29	26.13	26.97	27.81	28.66	29.50	30.34	31.19	32.03	32.87
	O	*37.94*	*39.20*	*40.46*	*41.72*	*42.99*	*44.25*	*45.51*	*46.79*	*48.05*	*49.31*
8	B	28.00	28.94	29.87	30.80	31.74	32.67	33.60	34.54	35.47	36.40
	O	*42.00*	*43.41*	*44.81*	*46.20*	*47.61*	*49.01*	*50.40*	*51.09*	*51.09*	*51.09*
9	B	30.93	31.96	32.99	34.02	35.05	36.08	37.12	38.15	39.18	40.21
	O	*46.40*	*47.94*	*49.49*	*51.03*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*
10	B	34.06	35.19	36.33	37.46	38.60	39.73	40.87	42.00	43.14	44.27
	O	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*
11	B	37.42	38.67	39.92	41.16	42.41	43.66	44.91	46.15	47.40	48.65
	O	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*
12	B	44.85	46.35	47.84	49.34	50.83	52.33	53.82	55.32	56.81	58.31
	O	*51.09*	*51.09*	*51.09*	*51.09*	*51.09*	*52.33*	*53.82*	*55.32*	*56.81*	*58.31*
13	B	53.33	55.11	56.89	58.67	60.45	62.22	64.00	65.78	67.56	69.34
	O	*53.33*	*55.11*	*56.89*	*58.67*	*60.45*	*62.22*	*64.00*	*65.78*	*67.56*	*69.34*
14	B	63.03	65.13	67.23	69.33	71.43	73.53	75.63	77.73	79.84	81.94
	O	*63.03*	*65.13*	*67.23*	*69.33*	*71.43*	*73.53*	*75.63*	*77.73*	*79.84*	*81.94*
15	B	74.13	76.61	79.08	81.55	84.02	86.49	88.96	91.43	93.91	94.49
	O	*74.13*	*76.61*	*79.08*	*81.55*	*84.02*	*86.49*	*88.96*	*91.43*	*93.91*	*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/