Salary Table 2026-NY

Incorporating the 1% General Schedule Increase and a Locality Payment of 37.95%

For the Locality Pay Area of New York-Newark, NY-NJ-CT-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	$ 14.93	$ 15.43	$ 15.92	$ 16.42	$ 16.91	$ 17.20	$ 17.70	$ 18.19	$ 18.21	$ 18.67
	O	*22.40*	*23.15*	*23.88*	*24.63*	*25.37*	*25.80*	*26.55*	*27.29*	*27.32*	*28.01*
2	B	16.78	17.18	17.74	18.21	18.41	18.96	19.50	20.04	20.58	21.12
	O	*25.17*	*25.77*	*26.61*	*27.32*	*27.62*	*28.44*	*29.25*	*30.06*	*30.87*	*31.68*
3	B	18.31	18.93	19.54	20.15	20.76	21.37	21.98	22.59	23.20	23.81
	O	*27.47*	*28.40*	*29.31*	*30.23*	*31.14*	*32.06*	*32.97*	*33.89*	*34.80*	*35.72*
4	B	20.56	21.24	21.93	22.62	23.30	23.99	24.67	25.36	26.04	26.73
	O	*30.84*	*31.86*	*32.90*	*33.93*	*34.95*	*35.99*	*37.01*	*38.04*	*39.06*	*40.10*
5	B	23.00	23.77	24.54	25.30	26.07	26.84	27.60	28.37	29.14	29.90
	O	*34.50*	*35.66*	*36.81*	*37.95*	*39.11*	*40.26*	*41.40*	*42.56*	*43.71*	*44.85*
6	B	25.64	26.50	27.35	28.20	29.06	29.91	30.77	31.62	32.48	33.33
	O	*38.46*	*39.75*	*41.03*	*42.30*	*43.59*	*44.87*	*46.16*	*47.43*	*48.72*	*50.00*
7	B	28.49	29.44	30.39	31.34	32.29	33.24	34.19	35.14	36.09	37.04
	O	*42.74*	*44.16*	*45.59*	*47.01*	*48.44*	*49.86*	*51.29*	*52.71*	*54.14*	*55.56*
8	B	31.55	32.61	33.66	34.71	35.76	36.81	37.86	38.92	39.97	41.02
	O	*47.33*	*48.92*	*50.49*	*52.07*	*53.64*	*55.22*	*56.79*	*57.57*	*57.57*	*57.57*
9	B	34.85	36.01	37.18	38.34	39.50	40.66	41.82	42.99	44.15	45.31
	O	*52.28*	*54.02*	*55.77*	*57.51*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*
10	B	38.38	39.66	40.94	42.22	43.50	44.78	46.05	47.33	48.61	49.89
	O	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*
11	B	42.17	43.57	44.98	46.39	47.79	49.20	50.60	52.01	53.42	54.82
	O	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*
12	B	50.54	52.23	53.91	55.60	57.28	58.97	60.65	62.34	64.02	65.71
	O	*57.57*	*57.57*	*57.57*	*57.57*	*57.57*	*58.97*	*60.65*	*62.34*	*64.02*	*65.71*
13	B	60.10	62.10	64.11	66.11	68.11	70.12	72.12	74.13	76.13	78.13
	O	*60.10*	*62.10*	*64.11*	*66.11*	*68.11*	*70.12*	*72.12*	*74.13*	*76.13*	*78.13*
14	B	71.02	73.39	75.76	78.12	80.49	82.86	85.23	87.60	89.96	92.33
	O	*71.02*	*73.39*	*75.76*	*78.12*	*80.49*	*82.86*	*85.23*	*87.60*	*89.96*	*92.33*
15	B	83.54	86.32	89.11	91.89	94.49	94.49	94.49	94.49	94.49	94.49
	O	*83.54*	*86.32*	*89.11*	*91.89*	*94.49*	*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/