Salary Table 2026-PX

Incorporating the 1% General Schedule Increase and a Locality Payment of 22.45%

For the Locality Pay Area of Phoenix-Mesa, AZ

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	$ 14.14	$ 14.57	$ 15.01	$ 15.27	$ 15.71	$ 16.15	$ 16.16	$ 16.57
	O	*19.88*	*20.54*	*21.21*	*21.86*	*22.52*	*22.91*	*23.57*	*24.23*	*24.24*	*24.86*
2	B	14.90	15.25	15.75	16.16	16.34	16.83	17.31	17.79	18.27	18.75
	O	*22.35*	*22.88*	*23.63*	*24.24*	*24.51*	*25.25*	*25.97*	*26.69*	*27.41*	*28.13*
3	B	16.26	16.80	17.34	17.88	18.43	18.97	19.51	20.05	20.59	21.14
	O	*24.39*	*25.20*	*26.01*	*26.82*	*27.65*	*28.46*	*29.27*	*30.08*	*30.89*	*31.71*
4	B	18.25	18.86	19.47	20.07	20.68	21.29	21.90	22.51	23.12	23.72
	O	*27.38*	*28.29*	*29.21*	*30.11*	*31.02*	*31.94*	*32.85*	*33.77*	*34.68*	*35.58*
5	B	20.42	21.10	21.78	22.46	23.14	23.82	24.50	25.18	25.86	26.54
	O	*30.63*	*31.65*	*32.67*	*33.69*	*34.71*	*35.73*	*36.75*	*37.77*	*38.79*	*39.81*
6	B	22.76	23.52	24.28	25.04	25.79	26.55	27.31	28.07	28.83	29.59
	O	*34.14*	*35.28*	*36.42*	*37.56*	*38.69*	*39.83*	*40.97*	*42.11*	*43.25*	*44.39*
7	B	25.29	26.13	26.98	27.82	28.66	29.51	30.35	31.19	32.04	32.88
	O	*37.94*	*39.20*	*40.47*	*41.73*	*42.99*	*44.27*	*45.53*	*46.79*	*48.06*	*49.32*
8	B	28.01	28.94	29.88	30.81	31.74	32.68	33.61	34.54	35.48	36.41
	O	*42.02*	*43.41*	*44.82*	*46.22*	*47.61*	*49.02*	*50.42*	*51.11*	*51.11*	*51.11*
9	B	30.94	31.97	33.00	34.03	35.06	36.09	37.13	38.16	39.19	40.22
	O	*46.41*	*47.96*	*49.50*	*51.05*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*
10	B	34.07	35.20	36.34	37.47	38.61	39.74	40.88	42.01	43.15	44.29
	O	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*
11	B	37.43	38.68	39.93	41.17	42.42	43.67	44.92	46.17	47.41	48.66
	O	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*
12	B	44.86	46.36	47.85	49.35	50.85	52.34	53.84	55.33	56.83	58.32
	O	*51.11*	*51.11*	*51.11*	*51.11*	*51.11*	*52.34*	*53.84*	*55.33*	*56.83*	*58.32*
13	B	53.35	55.13	56.91	58.68	60.46	62.24	64.02	65.80	67.57	69.35
	O	*53.35*	*55.13*	*56.91*	*58.68*	*60.46*	*62.24*	*64.02*	*65.80*	*67.57*	*69.35*
14	B	63.04	65.14	67.24	69.35	71.45	73.55	75.65	77.75	79.85	81.96
	O	*63.04*	*65.14*	*67.24*	*69.35*	*71.45*	*73.55*	*75.65*	*77.75*	*79.85*	*81.96*
15	B	74.15	76.62	79.10	81.57	84.04	86.51	88.98	91.46	93.93	94.49
	O	*74.15*	*76.62*	*79.10*	*81.57*	*84.04*	*86.51*	*88.98*	*91.46*	*93.93*	*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/