Salary Table 2026-SAC

Incorporating the 1% General Schedule Increase and a Locality Payment of 29.76%

For the Locality Pay Area of Sacramento-Roseville, CA-NV

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	$ 14.04	$ 14.51	$ 14.98	$ 15.44	$ 15.91	$ 16.18	$ 16.64	$ 17.11	$ 17.13	$ 17.56
	O	*21.06*	*21.77*	*22.47*	*23.16*	*23.87*	*24.27*	*24.96*	*25.67*	*25.70*	*26.34*
2	B	15.79	16.16	16.69	17.13	17.32	17.83	18.34	18.85	19.36	19.87
	O	*23.69*	*24.24*	*25.04*	*25.70*	*25.98*	*26.75*	*27.51*	*28.28*	*29.04*	*29.81*
3	B	17.23	17.80	18.38	18.95	19.53	20.10	20.67	21.25	21.82	22.40
	O	*25.85*	*26.70*	*27.57*	*28.43*	*29.30*	*30.15*	*31.01*	*31.88*	*32.73*	*33.60*
4	B	19.34	19.98	20.63	21.27	21.92	22.56	23.21	23.85	24.50	25.14
	O	*29.01*	*29.97*	*30.95*	*31.91*	*32.88*	*33.84*	*34.82*	*35.78*	*36.75*	*37.71*
5	B	21.64	22.36	23.08	23.80	24.52	25.24	25.96	26.69	27.41	28.13
	O	*32.46*	*33.54*	*34.62*	*35.70*	*36.78*	*37.86*	*38.94*	*40.04*	*41.12*	*42.20*
6	B	24.12	24.92	25.73	26.53	27.33	28.14	28.94	29.75	30.55	31.35
	O	*36.18*	*37.38*	*38.60*	*39.80*	*41.00*	*42.21*	*43.41*	*44.63*	*45.83*	*47.03*
7	B	26.80	27.69	28.59	29.48	30.38	31.27	32.16	33.06	33.95	34.84
	O	*40.20*	*41.54*	*42.89*	*44.22*	*45.57*	*46.91*	*48.24*	*49.59*	*50.93*	*52.26*
8	B	29.68	30.67	31.66	32.65	33.64	34.63	35.62	36.61	37.60	38.58
	O	*44.52*	*46.01*	*47.49*	*48.98*	*50.46*	*51.95*	*53.43*	*54.15*	*54.15*	*54.15*
9	B	32.78	33.88	34.97	36.06	37.16	38.25	39.34	40.43	41.53	42.62
	O	*49.17*	*50.82*	*52.46*	*54.09*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*
10	B	36.10	37.30	38.51	39.71	40.91	42.12	43.32	44.52	45.73	46.93
	O	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*
11	B	39.66	40.99	42.31	43.63	44.95	46.28	47.60	48.92	50.24	51.57
	O	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*
12	B	47.54	49.13	50.71	52.30	53.88	55.47	57.05	58.63	60.22	61.80
	O	*54.15*	*54.15*	*54.15*	*54.15*	*54.15*	*55.47*	*57.05*	*58.63*	*60.22*	*61.80*
13	B	56.53	58.42	60.30	62.19	64.07	65.96	67.84	69.72	71.61	73.49
	O	*56.53*	*58.42*	*60.30*	*62.19*	*64.07*	*65.96*	*67.84*	*69.72*	*71.61*	*73.49*
14	B	66.80	69.03	71.26	73.49	75.71	77.94	80.17	82.39	84.62	86.85
	O	*66.80*	*69.03*	*71.26*	*73.49*	*75.71*	*77.94*	*80.17*	*82.39*	*84.62*	*86.85*
15	B	78.58	81.20	83.82	86.44	89.06	91.68	94.30	94.49	94.49	94.49
	O	*78.58*	*81.20*	*83.82*	*86.44*	*89.06*	*91.68*	*94.30*	*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/