Salary Table 2026-SL

Incorporating the 1% General Schedule Increase and a Locality Payment of 20.03%

For the Locality Pay Area of St. Louis-St. Charles-Farmington, MO-IL

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	$ 12.99	$ 13.42	$ 13.86	$ 14.29	$ 14.72	$ 14.97	$ 15.40	$ 15.83	$ 15.84	$ 16.25
	O	*19.49*	*20.13*	*20.79*	*21.44*	*22.08*	*22.46*	*23.10*	*23.75*	*23.76*	*24.38*
2	B	14.60	14.95	15.44	15.84	16.02	16.49	16.96	17.44	17.91	18.38
	O	*21.90*	*22.43*	*23.16*	*23.76*	*24.03*	*24.74*	*25.44*	*26.16*	*26.87*	*27.57*
3	B	15.94	16.47	17.00	17.53	18.06	18.59	19.12	19.66	20.19	20.72
	O	*23.91*	*24.71*	*25.50*	*26.30*	*27.09*	*27.89*	*28.68*	*29.49*	*30.29*	*31.08*
4	B	17.89	18.48	19.08	19.68	20.27	20.87	21.47	22.06	22.66	23.26
	O	*26.84*	*27.72*	*28.62*	*29.52*	*30.41*	*31.31*	*32.21*	*33.09*	*33.99*	*34.89*
5	B	20.01	20.68	21.35	22.02	22.68	23.35	24.02	24.68	25.35	26.02
	O	*30.02*	*31.02*	*32.03*	*33.03*	*34.02*	*35.03*	*36.03*	*37.02*	*38.03*	*39.03*
6	B	22.31	23.05	23.80	24.54	25.28	26.03	26.77	27.52	28.26	29.00
	O	*33.47*	*34.58*	*35.70*	*36.81*	*37.92*	*39.05*	*40.16*	*41.28*	*42.39*	*43.50*
7	B	24.79	25.62	26.44	27.27	28.10	28.92	29.75	30.58	31.40	32.23
	O	*37.19*	*38.43*	*39.66*	*40.91*	*42.15*	*43.38*	*44.63*	*45.87*	*47.10*	*48.35*
8	B	27.46	28.37	29.29	30.20	31.12	32.03	32.95	33.86	34.78	35.69
	O	*41.19*	*42.56*	*43.94*	*45.30*	*46.68*	*48.05*	*49.43*	*50.09*	*50.09*	*50.09*
9	B	30.32	31.34	32.35	33.36	34.37	35.38	36.39	37.40	38.41	39.42
	O	*45.48*	*47.01*	*48.53*	*50.04*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*
10	B	33.39	34.51	35.62	36.73	37.85	38.96	40.07	41.18	42.30	43.41
	O	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*
11	B	36.69	37.91	39.14	40.36	41.58	42.81	44.03	45.25	46.48	47.70
	O	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*
12	B	43.98	45.44	46.91	48.37	49.84	51.31	52.77	54.24	55.70	57.17
	O	*50.09*	*50.09*	*50.09*	*50.09*	*50.09*	*51.31*	*52.77*	*54.24*	*55.70*	*57.17*
13	B	52.29	54.04	55.78	57.52	59.27	61.01	62.75	64.50	66.24	67.98
	O	*52.29*	*54.04*	*55.78*	*57.52*	*59.27*	*61.01*	*62.75*	*64.50*	*66.24*	*67.98*
14	B	61.80	63.86	65.92	67.98	70.04	72.10	74.16	76.22	78.28	80.34
	O	*61.80*	*63.86*	*65.92*	*67.98*	*70.04*	*72.10*	*74.16*	*76.22*	*78.28*	*80.34*
15	B	72.69	75.11	77.53	79.96	82.38	84.80	87.23	89.65	92.07	94.49
	O	*72.69*	*75.11*	*77.53*	*79.96*	*82.38*	*84.80*	*87.23*	*89.65*	*92.07*	*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/