

Salary Table 2026-AL
Incorporating the 1% General Schedule Increase and a Locality Payment of 20.77%
For the Locality Pay Area of Albany-Schenectady, NY-MA
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	\$ 13.07	\$ 13.51	\$ 13.94	\$ 14.37	\$ 14.81	\$ 15.06	\$ 15.49	\$ 15.92	\$ 15.94	\$ 16.35
	O	19.61	20.27	20.91	21.56	22.22	22.59	23.24	23.88	23.91	24.53
2	B	14.69	15.04	15.53	15.94	16.12	16.59	17.07	17.54	18.02	18.49
	O	22.04	22.56	23.30	23.91	24.18	24.89	25.61	26.31	27.03	27.74
3	B	16.03	16.57	17.10	17.64	18.17	18.71	19.24	19.78	20.31	20.85
	O	24.05	24.86	25.65	26.46	27.26	28.07	28.86	29.67	30.47	31.28
4	B	18.00	18.60	19.20	19.80	20.40	21.00	21.60	22.20	22.80	23.40
	O	27.00	27.90	28.80	29.70	30.60	31.50	32.40	33.30	34.20	35.10
5	B	20.14	20.81	21.48	22.15	22.82	23.49	24.16	24.84	25.51	26.18
	O	30.21	31.22	32.22	33.23	34.23	35.24	36.24	37.26	38.27	39.27
6	B	22.45	23.20	23.94	24.69	25.44	26.19	26.94	27.69	28.43	29.18
	O	33.68	34.80	35.91	37.04	38.16	39.29	40.41	41.54	42.65	43.77
7	B	24.94	25.78	26.61	27.44	28.27	29.10	29.93	30.77	31.60	32.43
	O	37.41	38.67	39.92	41.16	42.41	43.65	44.90	46.16	47.40	48.65
8	B	27.62	28.55	29.47	30.39	31.31	32.23	33.15	34.07	34.99	35.91
	O	41.43	42.83	44.21	45.59	46.97	48.35	49.73	50.40	50.40	50.40
9	B	30.51	31.53	32.55	33.56	34.58	35.60	36.62	37.63	38.65	39.67
	O	45.77	47.30	48.83	50.34	50.40	50.40	50.40	50.40	50.40	50.40
10	B	33.60	34.72	35.84	36.96	38.08	39.20	40.32	41.44	42.56	43.68
	O	50.40	50.40	50.40	50.40	50.40	50.40	50.40	50.40	50.40	50.40
11	B	36.92	38.15	39.38	40.61	41.84	43.07	44.30	45.53	46.76	47.99
	O	50.40	50.40	50.40	50.40	50.40	50.40	50.40	50.40	50.40	50.40
12	B	44.25	45.72	47.20	48.67	50.15	51.62	53.10	54.57	56.05	57.52
	O	50.40	50.40	50.40	50.40	50.40	51.62	53.10	54.57	56.05	57.52
13	B	52.62	54.37	56.12	57.88	59.63	61.39	63.14	64.89	66.65	68.40
	O	52.62	54.37	56.12	57.88	59.63	61.39	63.14	64.89	66.65	68.40
14	B	62.18	64.25	66.32	68.39	70.47	72.54	74.61	76.69	78.76	80.83
	O	62.18	64.25	66.32	68.39	70.47	72.54	74.61	76.69	78.76	80.83
15	B	73.14	75.57	78.01	80.45	82.89	85.33	87.76	90.20	92.64	94.49
	O	73.14	75.57	78.01	80.45	82.89	85.33	87.76	90.20	92.64	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/>