

Salary Table 2026-AQ
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.33%
For the Locality Pay Area of Albuquerque-Santa Fe-Las Vegas, NM
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	\$ 12.80	\$ 13.23	\$ 13.66	\$ 14.08	\$ 14.51	\$ 14.76	\$ 15.18	\$ 15.60	\$ 15.62	\$ 16.02
	O	19.20	19.85	20.49	21.12	21.77	22.14	22.77	23.40	23.43	24.03
2	B	14.40	14.74	15.22	15.62	15.79	16.26	16.72	17.19	17.65	18.12
	O	21.60	22.11	22.83	23.43	23.69	24.39	25.08	25.79	26.48	27.18
3	B	15.71	16.23	16.76	17.28	17.81	18.33	18.85	19.38	19.90	20.43
	O	23.57	24.35	25.14	25.92	26.72	27.50	28.28	29.07	29.85	30.65
4	B	17.63	18.22	18.81	19.40	19.99	20.57	21.16	21.75	22.34	22.93
	O	26.45	27.33	28.22	29.10	29.99	30.86	31.74	32.63	33.51	34.40
5	B	19.73	20.39	21.05	21.70	22.36	23.02	23.68	24.33	24.99	25.65
	O	29.60	30.59	31.58	32.55	33.54	34.53	35.52	36.50	37.49	38.48
6	B	21.99	22.73	23.46	24.19	24.93	25.66	26.39	27.13	27.86	28.59
	O	32.99	34.10	35.19	36.29	37.40	38.49	39.59	40.70	41.79	42.89
7	B	24.44	25.26	26.07	26.89	27.70	28.51	29.33	30.14	30.96	31.77
	O	36.66	37.89	39.11	40.34	41.55	42.77	44.00	45.21	46.44	47.66
8	B	27.07	27.97	28.87	29.77	30.68	31.58	32.48	33.38	34.28	35.19
	O	40.61	41.96	43.31	44.66	46.02	47.37	48.72	49.38	49.38	49.38
9	B	29.90	30.89	31.89	32.89	33.88	34.88	35.88	36.87	37.87	38.87
	O	44.85	46.34	47.84	49.34	49.38	49.38	49.38	49.38	49.38	49.38
10	B	32.92	34.02	35.12	36.21	37.31	38.41	39.50	40.60	41.70	42.80
	O	49.38	49.38	49.38	49.38	49.38	49.38	49.38	49.38	49.38	49.38
11	B	36.17	37.38	38.58	39.79	40.99	42.20	43.41	44.61	45.82	47.02
	O	49.38	49.38	49.38	49.38	49.38	49.38	49.38	49.38	49.38	49.38
12	B	43.35	44.80	46.24	47.69	49.13	50.58	52.02	53.47	54.92	56.36
	O	49.38	49.38	49.38	49.38	49.38	50.58	52.02	53.47	54.92	56.36
13	B	51.55	53.27	54.99	56.71	58.43	60.15	61.86	63.58	65.30	67.02
	O	51.55	53.27	54.99	56.71	58.43	60.15	61.86	63.58	65.30	67.02
14	B	60.92	62.95	64.98	67.01	69.04	71.08	73.11	75.14	77.17	79.20
	O	60.92	62.95	64.98	67.01	69.04	71.08	73.11	75.14	77.17	79.20
15	B	71.66	74.05	76.44	78.82	81.21	83.60	85.99	88.38	90.77	93.16
	O	71.66	74.05	76.44	78.82	81.21	83.60	85.99	88.38	90.77	93.16

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/>