

Salary Table 2026-AU
Incorporating the 1% General Schedule Increase and a Locality Payment of 20.35%
For the Locality Pay Area of Austin-Round Rock-Georgetown, TX
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	\$ 13.02	\$ 13.46	\$ 13.89	\$ 14.32	\$ 14.76	\$ 15.01	\$ 15.44	\$ 15.87	\$ 15.89	\$ 16.29
	O	19.53	20.19	20.84	21.48	22.14	22.52	23.16	23.81	23.84	24.44
2	B	14.64	14.99	15.48	15.89	16.06	16.54	17.01	17.48	17.95	18.43
	O	21.96	22.49	23.22	23.84	24.09	24.81	25.52	26.22	26.93	27.65
3	B	15.98	16.51	17.04	17.58	18.11	18.64	19.18	19.71	20.24	20.77
	O	23.97	24.77	25.56	26.37	27.17	27.96	28.77	29.57	30.36	31.16
4	B	17.94	18.53	19.13	19.73	20.33	20.93	21.52	22.12	22.72	23.32
	O	26.91	27.80	28.70	29.60	30.50	31.40	32.28	33.18	34.08	34.98
5	B	20.07	20.74	21.41	22.07	22.74	23.41	24.08	24.75	25.42	26.09
	O	30.11	31.11	32.12	33.11	34.11	35.12	36.12	37.13	38.13	39.14
6	B	22.37	23.11	23.86	24.61	25.35	26.10	26.84	27.59	28.33	29.08
	O	33.56	34.67	35.79	36.92	38.03	39.15	40.26	41.39	42.50	43.62
7	B	24.86	25.69	26.52	27.34	28.17	29.00	29.83	30.66	31.49	32.32
	O	37.29	38.54	39.78	41.01	42.26	43.50	44.75	45.99	47.24	48.48
8	B	27.53	28.45	29.36	30.28	31.20	32.12	33.03	33.95	34.87	35.79
	O	41.30	42.68	44.04	45.42	46.80	48.18	49.55	50.22	50.22	50.22
9	B	30.41	31.42	32.43	33.45	34.46	35.47	36.49	37.50	38.52	39.53
	O	45.62	47.13	48.65	50.18	50.22	50.22	50.22	50.22	50.22	50.22
10	B	33.48	34.60	35.72	36.83	37.95	39.06	40.18	41.29	42.41	43.53
	O	50.22	50.22	50.22	50.22	50.22	50.22	50.22	50.22	50.22	50.22
11	B	36.79	38.01	39.24	40.47	41.69	42.92	44.15	45.37	46.60	47.83
	O	50.22	50.22	50.22	50.22	50.22	50.22	50.22	50.22	50.22	50.22
12	B	44.09	45.56	47.03	48.50	49.97	51.44	52.91	54.38	55.85	57.32
	O	50.22	50.22	50.22	50.22	50.22	51.44	52.91	54.38	55.85	57.32
13	B	52.43	54.18	55.93	57.68	59.42	61.17	62.92	64.67	66.42	68.16
	O	52.43	54.18	55.93	57.68	59.42	61.17	62.92	64.67	66.42	68.16
14	B	61.96	64.03	66.09	68.16	70.22	72.29	74.35	76.42	78.49	80.55
	O	61.96	64.03	66.09	68.16	70.22	72.29	74.35	76.42	78.49	80.55
15	B	72.88	75.31	77.74	80.17	82.60	85.03	87.46	89.89	92.32	94.49
	O	72.88	75.31	77.74	80.17	82.60	85.03	87.46	89.89	92.32	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/>