

**Salary Table 2026-BN**  
**Incorporating the 1% General Schedule Increase and a Locality Payment of 19.45%**  
**For the Locality Pay Area of Burlington-South Burlington-Barre, VT**  
**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   | \$ 12.93 | \$ 13.36 | \$ 13.79 | \$ 14.22 | \$ 14.65 | \$ 14.90 | \$ 15.32 | \$ 15.75 | \$ 15.77 | \$ 16.17 |
|       | O   | 19.40    | 20.04    | 20.69    | 21.33    | 21.98    | 22.35    | 22.98    | 23.63    | 23.66    | 24.26    |
| 2     | B   | 14.53    | 14.88    | 15.36    | 15.77    | 15.94    | 16.41    | 16.88    | 17.35    | 17.82    | 18.29    |
|       | O   | 21.80    | 22.32    | 23.04    | 23.66    | 23.91    | 24.62    | 25.32    | 26.03    | 26.73    | 27.44    |
| 3     | B   | 15.86    | 16.39    | 16.92    | 17.45    | 17.97    | 18.50    | 19.03    | 19.56    | 20.09    | 20.62    |
|       | O   | 23.79    | 24.59    | 25.38    | 26.18    | 26.96    | 27.75    | 28.55    | 29.34    | 30.14    | 30.93    |
| 4     | B   | 17.80    | 18.40    | 18.99    | 19.58    | 20.18    | 20.77    | 21.36    | 21.96    | 22.55    | 23.14    |
|       | O   | 26.70    | 27.60    | 28.49    | 29.37    | 30.27    | 31.16    | 32.04    | 32.94    | 33.83    | 34.71    |
| 5     | B   | 19.92    | 20.58    | 21.25    | 21.91    | 22.57    | 23.24    | 23.90    | 24.56    | 25.23    | 25.89    |
|       | O   | 29.88    | 30.87    | 31.88    | 32.87    | 33.86    | 34.86    | 35.85    | 36.84    | 37.85    | 38.84    |
| 6     | B   | 22.20    | 22.94    | 23.68    | 24.42    | 25.16    | 25.90    | 26.64    | 27.38    | 28.12    | 28.86    |
|       | O   | 33.30    | 34.41    | 35.52    | 36.63    | 37.74    | 38.85    | 39.96    | 41.07    | 42.18    | 43.29    |
| 7     | B   | 24.67    | 25.49    | 26.32    | 27.14    | 27.96    | 28.78    | 29.61    | 30.43    | 31.25    | 32.07    |
|       | O   | 37.01    | 38.24    | 39.48    | 40.71    | 41.94    | 43.17    | 44.42    | 45.65    | 46.88    | 48.11    |
| 8     | B   | 27.32    | 28.23    | 29.14    | 30.05    | 30.97    | 31.88    | 32.79    | 33.70    | 34.61    | 35.52    |
|       | O   | 40.98    | 42.35    | 43.71    | 45.08    | 46.46    | 47.82    | 49.19    | 49.85    | 49.85    | 49.85    |
| 9     | B   | 30.18    | 31.18    | 32.19    | 33.20    | 34.20    | 35.21    | 36.22    | 37.22    | 38.23    | 39.23    |
|       | O   | 45.27    | 46.77    | 48.29    | 49.80    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    |
| 10    | B   | 33.23    | 34.34    | 35.45    | 36.56    | 37.66    | 38.77    | 39.88    | 40.99    | 42.09    | 43.20    |
|       | O   | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    |
| 11    | B   | 36.51    | 37.73    | 38.95    | 40.17    | 41.38    | 42.60    | 43.82    | 45.03    | 46.25    | 47.47    |
|       | O   | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    |
| 12    | B   | 43.76    | 45.22    | 46.68    | 48.14    | 49.60    | 51.06    | 52.52    | 53.98    | 55.44    | 56.89    |
|       | O   | 49.85    | 49.85    | 49.85    | 49.85    | 49.85    | 51.06    | 52.52    | 53.98    | 55.44    | 56.89    |
| 13    | B   | 52.04    | 53.78    | 55.51    | 57.25    | 58.98    | 60.72    | 62.45    | 64.18    | 65.92    | 67.65    |
|       | O   | 52.04    | 53.78    | 55.51    | 57.25    | 58.98    | 60.72    | 62.45    | 64.18    | 65.92    | 67.65    |
| 14    | B   | 61.50    | 63.55    | 65.60    | 67.65    | 69.70    | 71.75    | 73.80    | 75.85    | 77.90    | 79.95    |
|       | O   | 61.50    | 63.55    | 65.60    | 67.65    | 69.70    | 71.75    | 73.80    | 75.85    | 77.90    | 79.95    |
| 15    | B   | 72.34    | 74.75    | 77.16    | 79.57    | 81.98    | 84.39    | 86.80    | 89.22    | 91.63    | 94.04    |
|       | O   | 72.34    | 74.75    | 77.16    | 79.57    | 81.98    | 84.39    | 86.80    | 89.22    | 91.63    | 94.04    |

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/>