

Salary Table 2026-CHI
Incorporating the 1% General Schedule Increase and a Locality Payment of 30.86%
For the Locality Pay Area of Chicago-Naperville, IL-IN-WI
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	\$ 14.16	\$ 14.64	\$ 15.11	\$ 15.58	\$ 16.05	\$ 16.32	\$ 16.79	\$ 17.25	\$ 17.27	\$ 17.71
	O	21.24	21.96	22.67	23.37	24.08	24.48	25.19	25.88	25.91	26.57
2	B	15.92	16.30	16.83	17.27	17.47	17.98	18.49	19.01	19.52	20.04
	O	23.88	24.45	25.25	25.91	26.21	26.97	27.74	28.52	29.28	30.06
3	B	17.37	17.95	18.53	19.11	19.69	20.27	20.85	21.43	22.01	22.59
	O	26.06	26.93	27.80	28.67	29.54	30.41	31.28	32.15	33.02	33.89
4	B	19.50	20.15	20.80	21.45	22.10	22.75	23.40	24.05	24.70	25.35
	O	29.25	30.23	31.20	32.18	33.15	34.13	35.10	36.08	37.05	38.03
5	B	21.82	22.55	23.27	24.00	24.73	25.46	26.18	26.91	27.64	28.37
	O	32.73	33.83	34.91	36.00	37.10	38.19	39.27	40.37	41.46	42.56
6	B	24.32	25.13	25.94	26.76	27.57	28.38	29.19	30.00	30.81	31.62
	O	36.48	37.70	38.91	40.14	41.36	42.57	43.79	45.00	46.22	47.43
7	B	27.03	27.93	28.83	29.73	30.63	31.53	32.43	33.34	34.24	35.14
	O	40.55	41.90	43.25	44.60	45.95	47.30	48.65	50.01	51.36	52.71
8	B	29.93	30.93	31.93	32.93	33.92	34.92	35.92	36.92	37.91	38.91
	O	44.90	46.40	47.90	49.40	50.88	52.38	53.88	54.62	54.62	54.62
9	B	33.06	34.16	35.27	36.37	37.47	38.57	39.68	40.78	41.88	42.98
	O	49.59	51.24	52.91	54.56	54.62	54.62	54.62	54.62	54.62	54.62
10	B	36.41	37.62	38.83	40.05	41.26	42.47	43.69	44.90	46.11	47.33
	O	54.62	54.62	54.62	54.62	54.62	54.62	54.62	54.62	54.62	54.62
11	B	40.00	41.33	42.67	44.00	45.34	46.67	48.00	49.34	50.67	52.00
	O	54.62	54.62	54.62	54.62	54.62	54.62	54.62	54.62	54.62	54.62
12	B	47.94	49.54	51.14	52.74	54.34	55.94	57.53	59.13	60.73	62.33
	O	54.62	54.62	54.62	54.62	54.62	55.94	57.53	59.13	60.73	62.33
13	B	57.01	58.91	60.81	62.71	64.61	66.51	68.42	70.32	72.22	74.12
	O	57.01	58.91	60.81	62.71	64.61	66.51	68.42	70.32	72.22	74.12
14	B	67.37	69.62	71.86	74.11	76.36	78.60	80.85	83.09	85.34	87.59
	O	67.37	69.62	71.86	74.11	76.36	78.60	80.85	83.09	85.34	87.59
15	B	79.25	81.89	84.53	87.17	89.81	92.45	94.49	94.49	94.49	94.49
	O	79.25	81.89	84.53	87.17	89.81	92.45	94.49	94.49	94.49	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/>