

**Salary Table 2026-COL**  
**Incorporating the 1% General Schedule Increase and a Locality Payment of 22.15%**  
**For the Locality Pay Area of Columbus-Marion-Zanesville, OH**  
**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   | \$ 13.22 | \$ 13.66 | \$ 14.10 | \$ 14.54 | \$ 14.98 | \$ 15.23 | \$ 15.67 | \$ 16.11 | \$ 16.12 | \$ 16.53 |
|       | O   | 19.83    | 20.49    | 21.15    | 21.81    | 22.47    | 22.85    | 23.51    | 24.17    | 24.18    | 24.80    |
| 2     | B   | 14.86    | 15.22    | 15.71    | 16.12    | 16.31    | 16.78    | 17.26    | 17.74    | 18.22    | 18.70    |
|       | O   | 22.29    | 22.83    | 23.57    | 24.18    | 24.47    | 25.17    | 25.89    | 26.61    | 27.33    | 28.05    |
| 3     | B   | 16.22    | 16.76    | 17.30    | 17.84    | 18.38    | 18.92    | 19.46    | 20.00    | 20.54    | 21.08    |
|       | O   | 24.33    | 25.14    | 25.95    | 26.76    | 27.57    | 28.38    | 29.19    | 30.00    | 30.81    | 31.62    |
| 4     | B   | 18.20    | 18.81    | 19.42    | 20.02    | 20.63    | 21.24    | 21.85    | 22.45    | 23.06    | 23.67    |
|       | O   | 27.30    | 28.22    | 29.13    | 30.03    | 30.95    | 31.86    | 32.78    | 33.68    | 34.59    | 35.51    |
| 5     | B   | 20.37    | 21.05    | 21.73    | 22.40    | 23.08    | 23.76    | 24.44    | 25.12    | 25.80    | 26.48    |
|       | O   | 30.56    | 31.58    | 32.60    | 33.60    | 34.62    | 35.64    | 36.66    | 37.68    | 38.70    | 39.72    |
| 6     | B   | 22.70    | 23.46    | 24.22    | 24.97    | 25.73    | 26.49    | 27.24    | 28.00    | 28.76    | 29.52    |
|       | O   | 34.05    | 35.19    | 36.33    | 37.46    | 38.60    | 39.74    | 40.86    | 42.00    | 43.14    | 44.28    |
| 7     | B   | 25.23    | 26.07    | 26.91    | 27.75    | 28.59    | 29.43    | 30.28    | 31.12    | 31.96    | 32.80    |
|       | O   | 37.85    | 39.11    | 40.37    | 41.63    | 42.89    | 44.15    | 45.42    | 46.68    | 47.94    | 49.20    |
| 8     | B   | 27.94    | 28.87    | 29.80    | 30.73    | 31.67    | 32.60    | 33.53    | 34.46    | 35.39    | 36.32    |
|       | O   | 41.91    | 43.31    | 44.70    | 46.10    | 47.51    | 48.90    | 50.30    | 50.97    | 50.97    | 50.97    |
| 9     | B   | 30.86    | 31.89    | 32.92    | 33.95    | 34.98    | 36.01    | 37.03    | 38.06    | 39.09    | 40.12    |
|       | O   | 46.29    | 47.84    | 49.38    | 50.93    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    |
| 10    | B   | 33.98    | 35.12    | 36.25    | 37.38    | 38.51    | 39.65    | 40.78    | 41.91    | 43.04    | 44.18    |
|       | O   | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    |
| 11    | B   | 37.34    | 38.58    | 39.83    | 41.07    | 42.32    | 43.56    | 44.81    | 46.05    | 47.30    | 48.54    |
|       | O   | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    |
| 12    | B   | 44.75    | 46.24    | 47.74    | 49.23    | 50.72    | 52.21    | 53.70    | 55.20    | 56.69    | 58.18    |
|       | O   | 50.97    | 50.97    | 50.97    | 50.97    | 50.97    | 52.21    | 53.70    | 55.20    | 56.69    | 58.18    |
| 13    | B   | 53.22    | 54.99    | 56.77    | 58.54    | 60.31    | 62.09    | 63.86    | 65.64    | 67.41    | 69.18    |
|       | O   | 53.22    | 54.99    | 56.77    | 58.54    | 60.31    | 62.09    | 63.86    | 65.64    | 67.41    | 69.18    |
| 14    | B   | 62.89    | 64.98    | 67.08    | 69.18    | 71.27    | 73.37    | 75.47    | 77.56    | 79.66    | 81.76    |
|       | O   | 62.89    | 64.98    | 67.08    | 69.18    | 71.27    | 73.37    | 75.47    | 77.56    | 79.66    | 81.76    |
| 15    | B   | 73.97    | 76.44    | 78.90    | 81.37    | 83.83    | 86.30    | 88.77    | 91.23    | 93.70    | 94.49    |
|       | O   | 73.97    | 76.44    | 78.90    | 81.37    | 83.83    | 86.30    | 88.77    | 91.23    | 93.70    | 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/>