

Salary Table 2026-CT
Incorporating the 1% General Schedule Increase and a Locality Payment of 19.67%
For the Locality Pay Area of Charlotte-Concord, NC-SC
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	\$ 12.95	\$ 13.38	\$ 13.81	\$ 14.24	\$ 14.67	\$ 14.92	\$ 15.35	\$ 15.78	\$ 15.80	\$ 16.20
	O	19.43	20.07	20.72	21.36	22.01	22.38	23.03	23.67	23.70	24.30
2	B	14.56	14.91	15.39	15.80	15.97	16.44	16.91	17.38	17.85	18.32
	O	21.84	22.37	23.09	23.70	23.96	24.66	25.37	26.07	26.78	27.48
3	B	15.89	16.42	16.95	17.48	18.01	18.54	19.07	19.60	20.13	20.66
	O	23.84	24.63	25.43	26.22	27.02	27.81	28.61	29.40	30.20	30.99
4	B	17.83	18.43	19.02	19.62	20.21	20.81	21.40	22.00	22.59	23.19
	O	26.75	27.65	28.53	29.43	30.32	31.22	32.10	33.00	33.89	34.79
5	B	19.95	20.62	21.28	21.95	22.61	23.28	23.94	24.61	25.28	25.94
	O	29.93	30.93	31.92	32.93	33.92	34.92	35.91	36.92	37.92	38.91
6	B	22.24	22.98	23.73	24.47	25.21	25.95	26.69	27.43	28.17	28.92
	O	33.36	34.47	35.60	36.71	37.82	38.93	40.04	41.15	42.26	43.38
7	B	24.72	25.54	26.37	27.19	28.01	28.84	29.66	30.49	31.31	32.13
	O	37.08	38.31	39.56	40.79	42.02	43.26	44.49	45.74	46.97	48.20
8	B	27.37	28.29	29.20	30.11	31.02	31.93	32.85	33.76	34.67	35.58
	O	41.06	42.44	43.80	45.17	46.53	47.90	49.28	49.94	49.94	49.94
9	B	30.23	31.24	32.25	33.26	34.27	35.27	36.28	37.29	38.30	39.31
	O	45.35	46.86	48.38	49.89	49.94	49.94	49.94	49.94	49.94	49.94
10	B	33.29	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28
	O	49.94	49.94	49.94	49.94	49.94	49.94	49.94	49.94	49.94	49.94
11	B	36.58	37.80	39.02	40.24	41.46	42.68	43.90	45.12	46.34	47.56
	O	49.94	49.94	49.94	49.94	49.94	49.94	49.94	49.94	49.94	49.94
12	B	43.84	45.31	46.77	48.23	49.69	51.15	52.61	54.08	55.54	57.00
	O	49.94	49.94	49.94	49.94	49.94	51.15	52.61	54.08	55.54	57.00
13	B	52.14	53.87	55.61	57.35	59.09	60.83	62.56	64.30	66.04	67.78
	O	52.14	53.87	55.61	57.35	59.09	60.83	62.56	64.30	66.04	67.78
14	B	61.61	63.66	65.72	67.77	69.83	71.88	73.93	75.99	78.04	80.10
	O	61.61	63.66	65.72	67.77	69.83	71.88	73.93	75.99	78.04	80.10
15	B	72.47	74.89	77.30	79.72	82.13	84.55	86.96	89.38	91.80	94.21
	O	72.47	74.89	77.30	79.72	82.13	84.55	86.96	89.38	91.80	94.21

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/>