

Salary Table 2026-DAY
Incorporating the 1% General Schedule Increase and a Locality Payment of 21.42%
For the Locality Pay Area of Dayton-Springfield-Kettering, 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	\$ 13.14	\$ 13.58	\$ 14.02	\$ 14.45	\$ 14.89	\$ 15.14	\$ 15.57	\$ 16.01	\$ 16.03	\$ 16.43
	O	19.71	20.37	21.03	21.68	22.34	22.71	23.36	24.02	24.05	24.65
2	B	14.77	15.13	15.61	16.03	16.21	16.68	17.16	17.64	18.11	18.59
	O	22.16	22.70	23.42	24.05	24.32	25.02	25.74	26.46	27.17	27.89
3	B	16.12	16.66	17.20	17.73	18.27	18.81	19.35	19.88	20.42	20.96
	O	24.18	24.99	25.80	26.60	27.41	28.22	29.03	29.82	30.63	31.44
4	B	18.10	18.70	19.30	19.91	20.51	21.11	21.72	22.32	22.92	23.53
	O	27.15	28.05	28.95	29.87	30.77	31.67	32.58	33.48	34.38	35.30
5	B	20.25	20.92	21.60	22.27	22.95	23.62	24.30	24.97	25.64	26.32
	O	30.38	31.38	32.40	33.41	34.43	35.43	36.45	37.46	38.46	39.48
6	B	22.57	23.32	24.07	24.83	25.58	26.33	27.08	27.83	28.59	29.34
	O	33.86	34.98	36.11	37.25	38.37	39.50	40.62	41.75	42.89	44.01
7	B	25.08	25.91	26.75	27.59	28.42	29.26	30.09	30.93	31.77	32.60
	O	37.62	38.87	40.13	41.39	42.63	43.89	45.14	46.40	47.66	48.90
8	B	27.77	28.70	29.62	30.55	31.48	32.40	33.33	34.25	35.18	36.10
	O	41.66	43.05	44.43	45.83	47.22	48.60	50.00	50.67	50.67	50.67
9	B	30.68	31.70	32.72	33.74	34.77	35.79	36.81	37.84	38.86	39.88
	O	46.02	47.55	49.08	50.61	50.67	50.67	50.67	50.67	50.67	50.67
10	B	33.78	34.91	36.03	37.16	38.28	39.41	40.54	41.66	42.79	43.91
	O	50.67	50.67	50.67	50.67	50.67	50.67	50.67	50.67	50.67	50.67
11	B	37.12	38.35	39.59	40.83	42.07	43.30	44.54	45.78	47.02	48.25
	O	50.67	50.67	50.67	50.67	50.67	50.67	50.67	50.67	50.67	50.67
12	B	44.49	45.97	47.45	48.93	50.42	51.90	53.38	54.87	56.35	57.83
	O	50.67	50.67	50.67	50.67	50.67	51.90	53.38	54.87	56.35	57.83
13	B	52.90	54.66	56.43	58.19	59.95	61.72	63.48	65.24	67.01	68.77
	O	52.90	54.66	56.43	58.19	59.95	61.72	63.48	65.24	67.01	68.77
14	B	62.51	64.60	66.68	68.76	70.85	72.93	75.02	77.10	79.18	81.27
	O	62.51	64.60	66.68	68.76	70.85	72.93	75.02	77.10	79.18	81.27
15	B	73.53	75.98	78.43	80.88	83.33	85.78	88.24	90.69	93.14	94.49
	O	73.53	75.98	78.43	80.88	83.33	85.78	88.24	90.69	93.14	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/>