

Salary Table 2026-FN
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.65%
For the Locality Pay Area of Fresno-Madera-Hanford, CA
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	\$ 12.73	\$ 13.16	\$ 13.58	\$ 14.00	\$ 14.43	\$ 14.67	\$ 15.09	\$ 15.51	\$ 15.53	\$ 15.92
	O	19.10	19.74	20.37	21.00	21.65	22.01	22.64	23.27	23.30	23.88
2	B	14.31	14.66	15.13	15.53	15.70	16.17	16.63	17.09	17.55	18.01
	O	21.47	21.99	22.70	23.30	23.55	24.26	24.95	25.64	26.33	27.02
3	B	15.62	16.14	16.66	17.18	17.70	18.22	18.75	19.27	19.79	20.31
	O	23.43	24.21	24.99	25.77	26.55	27.33	28.13	28.91	29.69	30.47
4	B	17.53	18.12	18.70	19.29	19.87	20.46	21.04	21.63	22.21	22.79
	O	26.30	27.18	28.05	28.94	29.81	30.69	31.56	32.45	33.32	34.19
5	B	19.62	20.27	20.93	21.58	22.23	22.89	23.54	24.19	24.85	25.50
	O	29.43	30.41	31.40	32.37	33.35	34.34	35.31	36.29	37.28	38.25
6	B	21.87	22.60	23.33	24.05	24.78	25.51	26.24	26.97	27.70	28.43
	O	32.81	33.90	35.00	36.08	37.17	38.27	39.36	40.46	41.55	42.65
7	B	24.30	25.11	25.92	26.73	27.54	28.35	29.16	29.97	30.78	31.59
	O	36.45	37.67	38.88	40.10	41.31	42.53	43.74	44.96	46.17	47.39
8	B	26.91	27.81	28.70	29.60	30.50	31.40	32.29	33.19	34.09	34.98
	O	40.37	41.72	43.05	44.40	45.75	47.10	48.44	49.10	49.10	49.10
9	B	29.72	30.71	31.71	32.70	33.69	34.68	35.67	36.66	37.65	38.64
	O	44.58	46.07	47.57	49.05	49.10	49.10	49.10	49.10	49.10	49.10
10	B	32.73	33.82	34.91	36.00	37.10	38.19	39.28	40.37	41.46	42.55
	O	49.10	49.10	49.10	49.10	49.10	49.10	49.10	49.10	49.10	49.10
11	B	35.96	37.16	38.36	39.56	40.76	41.96	43.16	44.36	45.56	46.75
	O	49.10	49.10	49.10	49.10	49.10	49.10	49.10	49.10	49.10	49.10
12	B	43.10	44.54	45.98	47.41	48.85	50.29	51.73	53.16	54.60	56.04
	O	49.10	49.10	49.10	49.10	49.10	50.29	51.73	53.16	54.60	56.04
13	B	51.26	52.97	54.67	56.38	58.09	59.80	61.51	63.22	64.93	66.63
	O	51.26	52.97	54.67	56.38	58.09	59.80	61.51	63.22	64.93	66.63
14	B	60.57	62.59	64.61	66.63	68.65	70.67	72.69	74.71	76.72	78.74
	O	60.57	62.59	64.61	66.63	68.65	70.67	72.69	74.71	76.72	78.74
15	B	71.25	73.62	76.00	78.37	80.75	83.12	85.50	87.87	90.25	92.62
	O	71.25	73.62	76.00	78.37	80.75	83.12	85.50	87.87	90.25	92.62

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/>