

Salary Table 2026-HNT
Incorporating the 1% General Schedule Increase and a Locality Payment of 21.91%
For the Locality Pay Area of Huntsville-Decatur, AL-TN
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	\$ 13.19	\$ 13.63	\$ 14.07	\$ 14.51	\$ 14.95	\$ 15.20	\$ 15.64	\$ 16.07	\$ 16.09	\$ 16.50
	O	19.79	20.45	21.11	21.77	22.43	22.80	23.46	24.11	24.14	24.75
2	B	14.83	15.19	15.68	16.09	16.27	16.75	17.23	17.71	18.19	18.67
	O	22.25	22.79	23.52	24.14	24.41	25.13	25.85	26.57	27.29	28.01
3	B	16.19	16.72	17.26	17.80	18.34	18.88	19.42	19.96	20.50	21.04
	O	24.29	25.08	25.89	26.70	27.51	28.32	29.13	29.94	30.75	31.56
4	B	18.17	18.77	19.38	19.99	20.59	21.20	21.80	22.41	23.01	23.62
	O	27.26	28.16	29.07	29.99	30.89	31.80	32.70	33.62	34.52	35.43
5	B	20.33	21.01	21.68	22.36	23.04	23.72	24.39	25.07	25.75	26.43
	O	30.50	31.52	32.52	33.54	34.56	35.58	36.59	37.61	38.63	39.65
6	B	22.66	23.41	24.17	24.93	25.68	26.44	27.19	27.95	28.70	29.46
	O	33.99	35.12	36.26	37.40	38.52	39.66	40.79	41.93	43.05	44.19
7	B	25.18	26.02	26.86	27.70	28.54	29.38	30.22	31.06	31.90	32.73
	O	37.77	39.03	40.29	41.55	42.81	44.07	45.33	46.59	47.85	49.10
8	B	27.89	28.82	29.74	30.67	31.60	32.53	33.46	34.39	35.32	36.25
	O	41.84	43.23	44.61	46.01	47.40	48.80	50.19	50.88	50.88	50.88
9	B	30.80	31.83	32.85	33.88	34.91	35.93	36.96	37.99	39.02	40.04
	O	46.20	47.75	49.28	50.82	50.88	50.88	50.88	50.88	50.88	50.88
10	B	33.92	35.05	36.18	37.31	38.44	39.57	40.70	41.83	42.96	44.09
	O	50.88	50.88	50.88	50.88	50.88	50.88	50.88	50.88	50.88	50.88
11	B	37.26	38.51	39.75	40.99	42.24	43.48	44.72	45.96	47.21	48.45
	O	50.88	50.88	50.88	50.88	50.88	50.88	50.88	50.88	50.88	50.88
12	B	44.67	46.15	47.64	49.13	50.62	52.11	53.60	55.09	56.58	58.07
	O	50.88	50.88	50.88	50.88	50.88	52.11	53.60	55.09	56.58	58.07
13	B	53.11	54.88	56.65	58.42	60.20	61.97	63.74	65.51	67.28	69.05
	O	53.11	54.88	56.65	58.42	60.20	61.97	63.74	65.51	67.28	69.05
14	B	62.76	64.86	66.95	69.04	71.13	73.23	75.32	77.41	79.50	81.60
	O	62.76	64.86	66.95	69.04	71.13	73.23	75.32	77.41	79.50	81.60
15	B	73.83	76.29	78.75	81.21	83.67	86.13	88.59	91.05	93.51	94.49
	O	73.83	76.29	78.75	81.21	83.67	86.13	88.59	91.05	93.51	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/>