

Salary Table 2026-IND
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.15%
For the Locality Pay Area of Indianapolis-Carmel-Muncie, IN
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	\$ 12.79	\$ 13.21	\$ 13.64	\$ 14.06	\$ 14.49	\$ 14.74	\$ 15.16	\$ 15.58	\$ 15.60	\$ 15.99
	O	19.19	19.82	20.46	21.09	21.74	22.11	22.74	23.37	23.40	23.99
2	B	14.38	14.72	15.19	15.60	15.77	16.23	16.70	17.16	17.63	18.09
	O	21.57	22.08	22.79	23.40	23.66	24.35	25.05	25.74	26.45	27.14
3	B	15.69	16.21	16.73	17.26	17.78	18.30	18.82	19.35	19.87	20.39
	O	23.54	24.32	25.10	25.89	26.67	27.45	28.23	29.03	29.81	30.59
4	B	17.61	18.20	18.78	19.37	19.96	20.54	21.13	21.72	22.30	22.89
	O	26.42	27.30	28.17	29.06	29.94	30.81	31.70	32.58	33.45	34.34
5	B	19.70	20.36	21.01	21.67	22.33	22.98	23.64	24.30	24.95	25.61
	O	29.55	30.54	31.52	32.51	33.50	34.47	35.46	36.45	37.43	38.42
6	B	21.96	22.69	23.42	24.16	24.89	25.62	26.35	27.08	27.82	28.55
	O	32.94	34.04	35.13	36.24	37.34	38.43	39.53	40.62	41.73	42.83
7	B	24.40	25.22	26.03	26.84	27.66	28.47	29.28	30.10	30.91	31.72
	O	36.60	37.83	39.05	40.26	41.49	42.71	43.92	45.15	46.37	47.58
8	B	27.03	27.93	28.83	29.73	30.63	31.53	32.43	33.33	34.23	35.13
	O	40.55	41.90	43.25	44.60	45.95	47.30	48.65	49.31	49.31	49.31
9	B	29.85	30.85	31.84	32.84	33.83	34.83	35.82	36.82	37.81	38.81
	O	44.78	46.28	47.76	49.26	49.31	49.31	49.31	49.31	49.31	49.31
10	B	32.87	33.97	35.06	36.16	37.25	38.35	39.44	40.54	41.63	42.73
	O	49.31	49.31	49.31	49.31	49.31	49.31	49.31	49.31	49.31	49.31
11	B	36.12	37.32	38.52	39.73	40.93	42.14	43.34	44.54	45.75	46.95
	O	49.31	49.31	49.31	49.31	49.31	49.31	49.31	49.31	49.31	49.31
12	B	43.29	44.73	46.17	47.62	49.06	50.50	51.95	53.39	54.83	56.28
	O	49.31	49.31	49.31	49.31	49.31	50.50	51.95	53.39	54.83	56.28
13	B	51.47	53.19	54.91	56.62	58.34	60.05	61.77	63.49	65.20	66.92
	O	51.47	53.19	54.91	56.62	58.34	60.05	61.77	63.49	65.20	66.92
14	B	60.83	62.86	64.88	66.91	68.94	70.97	72.99	75.02	77.05	79.08
	O	60.83	62.86	64.88	66.91	68.94	70.97	72.99	75.02	77.05	79.08
15	B	71.55	73.93	76.32	78.70	81.09	83.47	85.86	88.24	90.63	93.01
	O	71.55	73.93	76.32	78.70	81.09	83.47	85.86	88.24	90.63	93.01

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/>