

Salary Table 2026-MSP
Incorporating the 1% General Schedule Increase and a Locality Payment of 27.62%
For the Locality Pay Area of Minneapolis-St. Paul, MN-WI
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	\$ 13.81	\$ 14.27	\$ 14.73	\$ 15.19	\$ 15.65	\$ 15.92	\$ 16.37	\$ 16.83	\$ 16.85	\$ 17.27
	O	20.72	21.41	22.10	22.79	23.48	23.88	24.56	25.25	25.28	25.91
2	B	15.53	15.90	16.41	16.85	17.03	17.54	18.04	18.54	19.04	19.54
	O	23.30	23.85	24.62	25.28	25.55	26.31	27.06	27.81	28.56	29.31
3	B	16.94	17.51	18.07	18.64	19.20	19.77	20.33	20.90	21.46	22.03
	O	25.41	26.27	27.11	27.96	28.80	29.66	30.50	31.35	32.19	33.05
4	B	19.02	19.65	20.29	20.92	21.56	22.19	22.82	23.46	24.09	24.73
	O	28.53	29.48	30.44	31.38	32.34	33.29	34.23	35.19	36.14	37.10
5	B	21.28	21.99	22.70	23.41	24.12	24.83	25.54	26.24	26.95	27.66
	O	31.92	32.99	34.05	35.12	36.18	37.25	38.31	39.36	40.43	41.49
6	B	23.72	24.51	25.30	26.09	26.88	27.67	28.46	29.26	30.05	30.84
	O	35.58	36.77	37.95	39.14	40.32	41.51	42.69	43.89	45.08	46.26
7	B	26.36	27.24	28.12	29.00	29.87	30.75	31.63	32.51	33.39	34.27
	O	39.54	40.86	42.18	43.50	44.81	46.13	47.45	48.77	50.09	51.41
8	B	29.19	30.16	31.14	32.11	33.08	34.06	35.03	36.00	36.98	37.95
	O	43.79	45.24	46.71	48.17	49.62	51.09	52.55	53.27	53.27	53.27
9	B	32.24	33.32	34.39	35.47	36.54	37.62	38.69	39.77	40.84	41.92
	O	48.36	49.98	51.59	53.21	53.27	53.27	53.27	53.27	53.27	53.27
10	B	35.51	36.69	37.87	39.06	40.24	41.42	42.61	43.79	44.97	46.16
	O	53.27	53.27	53.27	53.27	53.27	53.27	53.27	53.27	53.27	53.27
11	B	39.01	40.31	41.61	42.91	44.21	45.51	46.81	48.12	49.42	50.72
	O	53.27	53.27	53.27	53.27	53.27	53.27	53.27	53.27	53.27	53.27
12	B	46.76	48.32	49.87	51.43	52.99	54.55	56.11	57.67	59.23	60.79
	O	53.27	53.27	53.27	53.27	53.27	54.55	56.11	57.67	59.23	60.79
13	B	55.60	57.45	59.31	61.16	63.01	64.87	66.72	68.57	70.43	72.28
	O	55.60	57.45	59.31	61.16	63.01	64.87	66.72	68.57	70.43	72.28
14	B	65.70	67.89	70.08	72.27	74.46	76.66	78.85	81.04	83.23	85.42
	O	65.70	67.89	70.08	72.27	74.46	76.66	78.85	81.04	83.23	85.42
15	B	77.28	79.86	82.44	85.01	87.59	90.16	92.74	94.49	94.49	94.49
	O	77.28	79.86	82.44	85.01	87.59	90.16	92.74	94.49	94.49	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/>