

Salary Table 2026-NY
Incorporating the 1% General Schedule Increase and a Locality Payment of 37.95%
For the Locality Pay Area of New York-Newark, NY-NJ-CT-PA
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	\$ 14.93	\$ 15.43	\$ 15.92	\$ 16.42	\$ 16.91	\$ 17.20	\$ 17.70	\$ 18.19	\$ 18.21	\$ 18.67
	O	22.40	23.15	23.88	24.63	25.37	25.80	26.55	27.29	27.32	28.01
2	B	16.78	17.18	17.74	18.21	18.41	18.96	19.50	20.04	20.58	21.12
	O	25.17	25.77	26.61	27.32	27.62	28.44	29.25	30.06	30.87	31.68
3	B	18.31	18.93	19.54	20.15	20.76	21.37	21.98	22.59	23.20	23.81
	O	27.47	28.40	29.31	30.23	31.14	32.06	32.97	33.89	34.80	35.72
4	B	20.56	21.24	21.93	22.62	23.30	23.99	24.67	25.36	26.04	26.73
	O	30.84	31.86	32.90	33.93	34.95	35.99	37.01	38.04	39.06	40.10
5	B	23.00	23.77	24.54	25.30	26.07	26.84	27.60	28.37	29.14	29.90
	O	34.50	35.66	36.81	37.95	39.11	40.26	41.40	42.56	43.71	44.85
6	B	25.64	26.50	27.35	28.20	29.06	29.91	30.77	31.62	32.48	33.33
	O	38.46	39.75	41.03	42.30	43.59	44.87	46.16	47.43	48.72	50.00
7	B	28.49	29.44	30.39	31.34	32.29	33.24	34.19	35.14	36.09	37.04
	O	42.74	44.16	45.59	47.01	48.44	49.86	51.29	52.71	54.14	55.56
8	B	31.55	32.61	33.66	34.71	35.76	36.81	37.86	38.92	39.97	41.02
	O	47.33	48.92	50.49	52.07	53.64	55.22	56.79	57.57	57.57	57.57
9	B	34.85	36.01	37.18	38.34	39.50	40.66	41.82	42.99	44.15	45.31
	O	52.28	54.02	55.77	57.51	57.57	57.57	57.57	57.57	57.57	57.57
10	B	38.38	39.66	40.94	42.22	43.50	44.78	46.05	47.33	48.61	49.89
	O	57.57	57.57	57.57	57.57	57.57	57.57	57.57	57.57	57.57	57.57
11	B	42.17	43.57	44.98	46.39	47.79	49.20	50.60	52.01	53.42	54.82
	O	57.57	57.57	57.57	57.57	57.57	57.57	57.57	57.57	57.57	57.57
12	B	50.54	52.23	53.91	55.60	57.28	58.97	60.65	62.34	64.02	65.71
	O	57.57	57.57	57.57	57.57	57.57	58.97	60.65	62.34	64.02	65.71
13	B	60.10	62.10	64.11	66.11	68.11	70.12	72.12	74.13	76.13	78.13
	O	60.10	62.10	64.11	66.11	68.11	70.12	72.12	74.13	76.13	78.13
14	B	71.02	73.39	75.76	78.12	80.49	82.86	85.23	87.60	89.96	92.33
	O	71.02	73.39	75.76	78.12	80.49	82.86	85.23	87.60	89.96	92.33
15	B	83.54	86.32	89.11	91.89	94.49	94.49	94.49	94.49	94.49	94.49
	O	83.54	86.32	89.11	91.89	94.49	94.49	94.49	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/>