

Salary Table 2026-OM
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.23%
For the Locality Pay Area of Omaha-Council Bluffs-Fremont, NE-IA
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	\$ 13.22	\$ 13.65	\$ 14.07	\$ 14.50	\$ 14.75	\$ 15.17	\$ 15.59	\$ 15.61	\$ 16.00
	O	19.19	19.83	20.48	21.11	21.75	22.13	22.76	23.39	23.42	24.00
2	B	14.39	14.73	15.20	15.61	15.78	16.25	16.71	17.17	17.64	18.10
	O	21.59	22.10	22.80	23.42	23.67	24.38	25.07	25.76	26.46	27.15
3	B	15.70	16.22	16.74	17.27	17.79	18.31	18.84	19.36	19.88	20.41
	O	23.55	24.33	25.11	25.91	26.69	27.47	28.26	29.04	29.82	30.62
4	B	17.62	18.21	18.79	19.38	19.97	20.56	21.14	21.73	22.32	22.91
	O	26.43	27.32	28.19	29.07	29.96	30.84	31.71	32.60	33.48	34.37
5	B	19.71	20.37	21.03	21.69	22.34	23.00	23.66	24.31	24.97	25.63
	O	29.57	30.56	31.55	32.54	33.51	34.50	35.49	36.47	37.46	38.45
6	B	21.98	22.71	23.44	24.17	24.91	25.64	26.37	27.10	27.84	28.57
	O	32.97	34.07	35.16	36.26	37.37	38.46	39.56	40.65	41.76	42.86
7	B	24.42	25.23	26.05	26.86	27.68	28.49	29.30	30.12	30.93	31.75
	O	36.63	37.85	39.08	40.29	41.52	42.74	43.95	45.18	46.40	47.63
8	B	27.04	27.95	28.85	29.75	30.65	31.55	32.45	33.35	34.25	35.16
	O	40.56	41.93	43.28	44.63	45.98	47.33	48.68	49.34	49.34	49.34
9	B	29.87	30.87	31.86	32.86	33.85	34.85	35.85	36.84	37.84	38.83
	O	44.81	46.31	47.79	49.29	49.34	49.34	49.34	49.34	49.34	49.34
10	B	32.89	33.99	35.09	36.18	37.28	38.37	39.47	40.57	41.66	42.76
	O	49.34	49.34	49.34	49.34	49.34	49.34	49.34	49.34	49.34	49.34
11	B	36.14	37.35	38.55	39.76	40.96	42.17	43.37	44.57	45.78	46.99
	O	49.34	49.34	49.34	49.34	49.34	49.34	49.34	49.34	49.34	49.34
12	B	43.32	44.76	46.21	47.65	49.09	50.54	51.98	53.43	54.87	56.31
	O	49.34	49.34	49.34	49.34	49.34	50.54	51.98	53.43	54.87	56.31
13	B	51.51	53.23	54.94	56.66	58.38	60.09	61.81	63.53	65.25	66.96
	O	51.51	53.23	54.94	56.66	58.38	60.09	61.81	63.53	65.25	66.96
14	B	60.87	62.90	64.93	66.96	68.99	71.01	73.04	75.07	77.10	79.13
	O	60.87	62.90	64.93	66.96	68.99	71.01	73.04	75.07	77.10	79.13
15	B	71.60	73.98	76.37	78.76	81.14	83.53	85.92	88.30	90.69	93.08
	O	71.60	73.98	76.37	78.76	81.14	83.53	85.92	88.30	90.69	93.08

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/>