

Salary Table 2026-PX
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.45%
For the Locality Pay Area of Phoenix-Mesa, AZ
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	\$ 13.25	\$ 13.69	\$ 14.14	\$ 14.57	\$ 15.01	\$ 15.27	\$ 15.71	\$ 16.15	\$ 16.16	\$ 16.57
	O	19.88	20.54	21.21	21.86	22.52	22.91	23.57	24.23	24.24	24.86
2	B	14.90	15.25	15.75	16.16	16.34	16.83	17.31	17.79	18.27	18.75
	O	22.35	22.88	23.63	24.24	24.51	25.25	25.97	26.69	27.41	28.13
3	B	16.26	16.80	17.34	17.88	18.43	18.97	19.51	20.05	20.59	21.14
	O	24.39	25.20	26.01	26.82	27.65	28.46	29.27	30.08	30.89	31.71
4	B	18.25	18.86	19.47	20.07	20.68	21.29	21.90	22.51	23.12	23.72
	O	27.38	28.29	29.21	30.11	31.02	31.94	32.85	33.77	34.68	35.58
5	B	20.42	21.10	21.78	22.46	23.14	23.82	24.50	25.18	25.86	26.54
	O	30.63	31.65	32.67	33.69	34.71	35.73	36.75	37.77	38.79	39.81
6	B	22.76	23.52	24.28	25.04	25.79	26.55	27.31	28.07	28.83	29.59
	O	34.14	35.28	36.42	37.56	38.69	39.83	40.97	42.11	43.25	44.39
7	B	25.29	26.13	26.98	27.82	28.66	29.51	30.35	31.19	32.04	32.88
	O	37.94	39.20	40.47	41.73	42.99	44.27	45.53	46.79	48.06	49.32
8	B	28.01	28.94	29.88	30.81	31.74	32.68	33.61	34.54	35.48	36.41
	O	42.02	43.41	44.82	46.22	47.61	49.02	50.42	51.11	51.11	51.11
9	B	30.94	31.97	33.00	34.03	35.06	36.09	37.13	38.16	39.19	40.22
	O	46.41	47.96	49.50	51.05	51.11	51.11	51.11	51.11	51.11	51.11
10	B	34.07	35.20	36.34	37.47	38.61	39.74	40.88	42.01	43.15	44.29
	O	51.11	51.11	51.11	51.11	51.11	51.11	51.11	51.11	51.11	51.11
11	B	37.43	38.68	39.93	41.17	42.42	43.67	44.92	46.17	47.41	48.66
	O	51.11	51.11	51.11	51.11	51.11	51.11	51.11	51.11	51.11	51.11
12	B	44.86	46.36	47.85	49.35	50.85	52.34	53.84	55.33	56.83	58.32
	O	51.11	51.11	51.11	51.11	51.11	52.34	53.84	55.33	56.83	58.32
13	B	53.35	55.13	56.91	58.68	60.46	62.24	64.02	65.80	67.57	69.35
	O	53.35	55.13	56.91	58.68	60.46	62.24	64.02	65.80	67.57	69.35
14	B	63.04	65.14	67.24	69.35	71.45	73.55	75.65	77.75	79.85	81.96
	O	63.04	65.14	67.24	69.35	71.45	73.55	75.65	77.75	79.85	81.96
15	B	74.15	76.62	79.10	81.57	84.04	86.51	88.98	91.46	93.93	94.49
	O	74.15	76.62	79.10	81.57	84.04	86.51	88.98	91.46	93.93	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/>