

Salary Table 2026-RA
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.24%
For the Locality Pay Area of Raleigh-Durham-Cary, NC
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	\$ 13.23	\$ 13.67	\$ 14.11	\$ 14.55	\$ 14.99	\$ 15.25	\$ 15.68	\$ 16.12	\$ 16.14	\$ 16.55
	O	19.85	20.51	21.17	21.83	22.49	22.88	23.52	24.18	24.21	24.83
2	B	14.87	15.23	15.72	16.14	16.32	16.80	17.28	17.76	18.24	18.72
	O	22.31	22.85	23.58	24.21	24.48	25.20	25.92	26.64	27.36	28.08
3	B	16.23	16.77	17.31	17.85	18.39	18.94	19.48	20.02	20.56	21.10
	O	24.35	25.16	25.97	26.78	27.59	28.41	29.22	30.03	30.84	31.65
4	B	18.22	18.83	19.43	20.04	20.65	21.25	21.86	22.47	23.08	23.68
	O	27.33	28.25	29.15	30.06	30.98	31.88	32.79	33.71	34.62	35.52
5	B	20.38	21.06	21.74	22.42	23.10	23.78	24.46	25.14	25.82	26.50
	O	30.57	31.59	32.61	33.63	34.65	35.67	36.69	37.71	38.73	39.75
6	B	22.72	23.48	24.24	24.99	25.75	26.51	27.26	28.02	28.78	29.54
	O	34.08	35.22	36.36	37.49	38.63	39.77	40.89	42.03	43.17	44.31
7	B	25.25	26.09	26.93	27.77	28.61	29.46	30.30	31.14	31.98	32.82
	O	37.88	39.14	40.40	41.66	42.92	44.19	45.45	46.71	47.97	49.23
8	B	27.96	28.89	29.83	30.76	31.69	32.62	33.55	34.48	35.42	36.35
	O	41.94	43.34	44.75	46.14	47.54	48.93	50.33	51.02	51.02	51.02
9	B	30.88	31.91	32.94	33.97	35.00	36.03	37.06	38.09	39.12	40.15
	O	46.32	47.87	49.41	50.96	51.02	51.02	51.02	51.02	51.02	51.02
10	B	34.01	35.14	36.28	37.41	38.54	39.68	40.81	41.94	43.08	44.21
	O	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02
11	B	37.37	38.61	39.86	41.10	42.35	43.60	44.84	46.09	47.33	48.58
	O	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02	51.02
12	B	44.79	46.28	47.77	49.26	50.76	52.25	53.74	55.24	56.73	58.22
	O	51.02	51.02	51.02	51.02	51.02	52.25	53.74	55.24	56.73	58.22
13	B	53.26	55.03	56.81	58.58	60.36	62.13	63.91	65.68	67.46	69.23
	O	53.26	55.03	56.81	58.58	60.36	62.13	63.91	65.68	67.46	69.23
14	B	62.93	65.03	67.13	69.23	71.33	73.42	75.52	77.62	79.72	81.82
	O	62.93	65.03	67.13	69.23	71.33	73.42	75.52	77.62	79.72	81.82
15	B	74.03	76.49	78.96	81.43	83.90	86.36	88.83	91.30	93.77	94.49
	O	74.03	76.49	78.96	81.43	83.90	86.36	88.83	91.30	93.77	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/>