

Salary Table 2026-SD
Incorporating the 1% General Schedule Increase and a Locality Payment of 33.72%
For the Locality Pay Area of San Diego-Chula Vista-Carlsbad, CA
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	\$ 14.47	\$ 14.96	\$ 15.44	\$ 15.92	\$ 16.40	\$ 16.68	\$ 17.15	\$ 17.63	\$ 17.65	\$ 18.10
	O	21.71	22.44	23.16	23.88	24.60	25.02	25.73	26.45	26.48	27.15
2	B	16.27	16.66	17.20	17.65	17.85	18.37	18.90	19.42	19.95	20.47
	O	24.41	24.99	25.80	26.48	26.78	27.56	28.35	29.13	29.93	30.71
3	B	17.75	18.35	18.94	19.53	20.12	20.71	21.31	21.90	22.49	23.08
	O	26.63	27.53	28.41	29.30	30.18	31.07	31.97	32.85	33.74	34.62
4	B	19.93	20.59	21.26	21.92	22.59	23.25	23.92	24.58	25.24	25.91
	O	29.90	30.89	31.89	32.88	33.89	34.88	35.88	36.87	37.86	38.87
5	B	22.30	23.04	23.78	24.53	25.27	26.01	26.76	27.50	28.24	28.99
	O	33.45	34.56	35.67	36.80	37.91	39.02	40.14	41.25	42.36	43.49
6	B	24.85	25.68	26.51	27.34	28.17	29.00	29.83	30.65	31.48	32.31
	O	37.28	38.52	39.77	41.01	42.26	43.50	44.75	45.98	47.22	48.47
7	B	27.62	28.54	29.46	30.38	31.30	32.22	33.14	34.06	34.99	35.91
	O	41.43	42.81	44.19	45.57	46.95	48.33	49.71	51.09	52.49	53.87
8	B	30.59	31.61	32.63	33.65	34.66	35.68	36.70	37.72	38.74	39.76
	O	45.89	47.42	48.95	50.48	51.99	53.52	55.05	55.80	55.80	55.80
9	B	33.78	34.91	36.04	37.16	38.29	39.42	40.54	41.67	42.79	43.92
	O	50.67	52.37	54.06	55.74	55.80	55.80	55.80	55.80	55.80	55.80
10	B	37.20	38.44	39.68	40.92	42.16	43.40	44.64	45.88	47.12	48.36
	O	55.80	55.80	55.80	55.80	55.80	55.80	55.80	55.80	55.80	55.80
11	B	40.88	42.24	43.60	44.96	46.33	47.69	49.05	50.41	51.78	53.14
	O	55.80	55.80	55.80	55.80	55.80	55.80	55.80	55.80	55.80	55.80
12	B	48.99	50.63	52.26	53.89	55.52	57.16	58.79	60.42	62.06	63.69
	O	55.80	55.80	55.80	55.80	55.80	57.16	58.79	60.42	62.06	63.69
13	B	58.26	60.20	62.14	64.08	66.03	67.97	69.91	71.85	73.79	75.74
	O	58.26	60.20	62.14	64.08	66.03	67.97	69.91	71.85	73.79	75.74
14	B	68.84	71.14	73.43	75.73	78.02	80.32	82.61	84.91	87.20	89.50
	O	68.84	71.14	73.43	75.73	78.02	80.32	82.61	84.91	87.20	89.50
15	B	80.98	83.68	86.38	89.08	91.78	94.47	94.49	94.49	94.49	94.49
	O	80.98	83.68	86.38	89.08	91.78	94.47	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/>