

Salary Table 2026-SN
Incorporating the 1% General Schedule Increase and a Locality Payment of 17.67%
For the Locality Pay Area of Spokane-Spokane Valley-Coeur d'Alene, WA-ID
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	\$ 12.73	\$ 13.16	\$ 13.58	\$ 14.01	\$ 14.43	\$ 14.68	\$ 15.09	\$ 15.52	\$ 15.53	\$ 15.93
	O	19.10	19.74	20.37	21.02	21.65	22.02	22.64	23.28	23.30	23.90
2	B	14.32	14.66	15.13	15.53	15.71	16.17	16.63	17.09	17.55	18.02
	O	21.48	21.99	22.70	23.30	23.57	24.26	24.95	25.64	26.33	27.03
3	B	15.62	16.14	16.66	17.19	17.71	18.23	18.75	19.27	19.79	20.31
	O	23.43	24.21	24.99	25.79	26.57	27.35	28.13	28.91	29.69	30.47
4	B	17.54	18.12	18.71	19.29	19.88	20.46	21.04	21.63	22.21	22.80
	O	26.31	27.18	28.07	28.94	29.82	30.69	31.56	32.45	33.32	34.20
5	B	19.62	20.27	20.93	21.58	22.24	22.89	23.54	24.20	24.85	25.51
	O	29.43	30.41	31.40	32.37	33.36	34.34	35.31	36.30	37.28	38.27
6	B	21.87	22.60	23.33	24.06	24.79	25.52	26.25	26.97	27.70	28.43
	O	32.81	33.90	35.00	36.09	37.19	38.28	39.38	40.46	41.55	42.65
7	B	24.30	25.11	25.92	26.74	27.55	28.36	29.17	29.98	30.79	31.60
	O	36.45	37.67	38.88	40.11	41.33	42.54	43.76	44.97	46.19	47.40
8	B	26.92	27.81	28.71	29.61	30.50	31.40	32.30	33.20	34.09	34.99
	O	40.38	41.72	43.07	44.42	45.75	47.10	48.45	49.11	49.11	49.11
9	B	29.73	30.72	31.71	32.70	33.69	34.68	35.68	36.67	37.66	38.65
	O	44.60	46.08	47.57	49.05	49.11	49.11	49.11	49.11	49.11	49.11
10	B	32.74	33.83	34.92	36.01	37.10	38.19	39.28	40.37	41.47	42.56
	O	49.11	49.11	49.11	49.11	49.11	49.11	49.11	49.11	49.11	49.11
11	B	35.97	37.17	38.37	39.57	40.77	41.97	43.16	44.36	45.56	46.76
	O	49.11	49.11	49.11	49.11	49.11	49.11	49.11	49.11	49.11	49.11
12	B	43.11	44.55	45.99	47.42	48.86	50.30	51.73	53.17	54.61	56.05
	O	49.11	49.11	49.11	49.11	49.11	50.30	51.73	53.17	54.61	56.05
13	B	51.27	52.97	54.68	56.39	58.10	59.81	61.52	63.23	64.94	66.65
	O	51.27	52.97	54.68	56.39	58.10	59.81	61.52	63.23	64.94	66.65
14	B	60.58	62.60	64.62	66.64	68.66	70.68	72.70	74.72	76.74	78.76
	O	60.58	62.60	64.62	66.64	68.66	70.68	72.70	74.72	76.74	78.76
15	B	71.26	73.63	76.01	78.38	80.76	83.14	85.51	87.8		