



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- IR
IR SALARY WITHOUT LOCALITY PAY

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	34,799	45,239	16.67	21.68
IR-12	38,791	50,428	18.59	24.16
IR-11	43,106	56,039	20.65	26.85
IR-10	47,738	62,057	22.87	29.74
IR-09	52,727	68,549	25.26	32.85
IR-08	58,064	75,479	27.82	36.17
IR-07	63,795	82,938	30.57	39.74
IR-06	76,463	99,404	36.64	47.63
IR-05	90,925	118,204	43.57	56.64
IR-04	107,446	139,684	51.48	66.93
IR-03	126,384	164,301	60.56	78.73
IR-02	63,795	118,204	30.57	56.64
IR-01	107,446	164,301	51.48	78.73



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- AL

ALBANY-SCHENECTADY, NY-MA
LOCALITY PAYMENT OF 20.77%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,027	54,635	20.14	26.18
IR-12	46,848	60,902	22.45	29.18
IR-11	52,059	67,678	24.94	32.43
IR-10	57,653	74,946	27.62	35.91
IR-09	63,678	82,787	30.51	39.67
IR-08	70,124	91,156	33.60	43.68
IR-07	77,045	100,164	36.92	47.99
IR-06	92,344	120,050	44.25	57.52
IR-05	109,810	142,755	52.62	68.40
IR-04	129,763	168,696	62.18	80.83
IR-03	152,634	197,200 *	73.14	94.49
IR-02	77,045	142,755	36.92	68.40
IR-01	129,763	197,200 *	62.18	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- AQ

ALBUQUERQUE-SANTA FE-LAS VEGAS, NM
LOCALITY PAYMENT OF 18.33%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,178	53,531	19.73	25.65
IR-12	45,901	59,671	21.99	28.59
IR-11	51,007	66,311	24.44	31.77
IR-10	56,488	73,432	27.07	35.19
IR-09	62,392	81,114	29.90	38.87
IR-08	68,707	89,314	32.92	42.80
IR-07	75,489	98,141	36.17	47.02
IR-06	90,479	117,625	43.35	56.36
IR-05	107,592	139,871	51.55	67.02
IR-04	127,141	165,288	60.92	79.20
IR-03	149,550	194,417	71.66	93.16
IR-02	75,489	139,871	36.17	67.02
IR-01	127,141	194,417	60.92	93.16



DEPARTMENT OF TREASURY
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INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- ATL
ATLANTA--ATHENS-CLARKE COUNTY--SANDY SPRINGS, GA-AL
LOCALITY PAYMENT OF 23.79%

Issue Date: December 31, 2025
Supersedes Salary Table Issued December 31, 2024
Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	43,078	56,001	20.64	26.83
IR-12	48,019	62,425	23.01	29.91
IR-11	53,361	69,371	25.57	33.24
IR-10	59,095	76,820	28.32	36.81
IR-09	65,271	84,857	31.28	40.66
IR-08	71,877	93,435	34.44	44.77
IR-07	78,972	102,669	37.84	49.19
IR-06	94,654	123,052	45.35	58.96
IR-05	112,556	146,325	53.93	70.11
IR-04	133,007	172,915	63.73	82.85
IR-03	156,451	197,200 *	74.96	94.49
IR-02	78,972	146,325	37.84	70.11
IR-01	133,007	197,200 *	63.73	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- AU

AUSTIN-ROUND ROCK-GEORGETOWN, TX
LOCALITY PAYMENT OF 20.35%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,881	54,445	20.07	26.09
IR-12	46,685	60,690	22.37	29.08
IR-11	51,878	67,443	24.86	32.32
IR-10	57,453	74,686	27.53	35.79
IR-09	63,457	82,499	30.41	39.53
IR-08	69,880	90,839	33.48	43.53
IR-07	76,777	99,816	36.79	47.83
IR-06	92,023	119,633	44.09	57.32
IR-05	109,428	142,259	52.43	68.16
IR-04	129,311	168,110	61.96	80.55
IR-03	152,103	197,200 *	72.88	94.49
IR-02	76,777	142,259	36.79	68.16
IR-01	129,311	197,200 *	61.96	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- BH

BIRMINGHAM-HOOVER-TALLADEGA, AL
LOCALITY PAYMENT OF 18.24%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,146	53,491	19.72	25.63
IR-12	45,866	59,626	21.98	28.57
IR-11	50,969	66,261	24.42	31.75
IR-10	56,445	73,376	27.05	35.16
IR-09	62,344	81,052	29.87	38.84
IR-08	68,655	89,246	32.90	42.76
IR-07	75,431	98,066	36.14	46.99
IR-06	90,410	117,535	43.32	56.32
IR-05	107,510	139,764	51.51	66.97
IR-04	127,044	165,162	60.87	79.14
IR-03	149,436	194,270	71.60	93.09
IR-02	75,431	139,764	36.14	66.97
IR-01	127,044	194,270	60.87	93.09



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- BOS
BOSTON-WORCESTER-PROVIDENCE, MA-RI-NH-CT-ME-VT
LOCALITY PAYMENT OF 32.58%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	46,137	59,978	22.11	28.74
IR-12	51,429	66,857	24.64	32.03
IR-11	57,150	74,297	27.38	35.60
IR-10	63,291	82,275	30.33	39.42
IR-09	69,905	90,882	33.50	43.55
IR-08	76,981	100,070	36.89	47.95
IR-07	84,579	109,959	40.53	52.69
IR-06	101,375	131,790	48.57	63.15
IR-05	120,548	156,715	57.76	75.09
IR-04	142,452	185,193	68.26	88.74
IR-03	167,560	197,200 *	80.29	94.49
IR-02	84,579	156,715	40.53	75.09
IR-01	142,452	197,200 *	68.26	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- BU**

BUFFALO-CHEEKTOWAGA-OLEAN, NY
LOCALITY PAYMENT OF 22.41%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,597	55,377	20.41	26.53
IR-12	47,484	61,729	22.75	29.58
IR-11	52,766	68,597	25.28	32.87
IR-10	58,436	75,964	28.00	36.40
IR-09	64,543	83,911	30.93	40.21
IR-08	71,076	92,394	34.06	44.27
IR-07	78,091	101,524	37.42	48.65
IR-06	93,598	121,680	44.85	58.30
IR-05	111,301	144,694	53.33	69.33
IR-04	131,525	170,987	63.02	81.93
IR-03	154,707	197,200 *	74.13	94.49
IR-02	78,091	144,694	37.42	69.33
IR-01	131,525	197,200 *	63.02	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
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INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- BN
BURLINGTON-SOUTH BURLINGTON-BARRE, VT
LOCALITY PAYMENT OF 19.45%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,567	54,038	19.92	25.89
IR-12	46,336	60,236	22.20	28.86
IR-11	51,490	66,939	24.67	32.07
IR-10	57,023	74,127	27.32	35.52
IR-09	62,982	81,882	30.18	39.23
IR-08	69,357	90,160	33.23	43.20
IR-07	76,203	99,069	36.51	47.47
IR-06	91,335	118,738	43.76	56.89
IR-05	108,610	141,195	52.04	67.65
IR-04	128,344	166,853	61.50	79.95
IR-03	150,966	196,258	72.34	94.04
IR-02	76,203	141,195	36.51	67.65
IR-01	128,344	196,258	61.50	94.04



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- CT**

CHARLOTTE-CONCORD, NC-SC
LOCALITY PAYMENT OF 19.67%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,644	54,138	19.95	25.94
IR-12	46,421	60,347	22.24	28.92
IR-11	51,585	67,062	24.72	32.13
IR-10	57,128	74,264	27.37	35.58
IR-09	63,098	82,033	30.23	39.31
IR-08	69,485	90,326	33.29	43.28
IR-07	76,343	99,252	36.58	47.56
IR-06	91,503	118,957	43.84	57.00
IR-05	108,810	141,455	52.14	67.78
IR-04	128,581	167,160	61.61	80.10
IR-03	151,244	196,619	72.47	94.21
IR-02	76,343	141,455	36.58	67.78
IR-01	128,581	196,619	61.61	94.21



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- CHI**

CHICAGO-NAPERVILLE, IL-IN-WI
LOCALITY PAYMENT OF 30.86%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	45,538	59,200	21.82	28.37
IR-12	50,762	65,990	24.32	31.62
IR-11	56,409	73,333	27.03	35.14
IR-10	62,470	81,208	29.93	38.91
IR-09	68,999	89,703	33.06	42.98
IR-08	75,983	98,772	36.41	47.33
IR-07	83,482	108,533	40.00	52.00
IR-06	100,059	130,080	47.94	62.33
IR-05	118,984	154,682	57.01	74.12
IR-04	140,604	182,790	67.37	87.59
IR-03	165,386	197,200 *	79.25	94.49
IR-02	83,482	154,682	40.00	74.12
IR-01	140,604	197,200 *	67.37	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- CIN**

CINCINNATI-WILMINGTON-MAYSVILLE, OH-KY-IN
LOCALITY PAYMENT OF 21.93%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,430	55,160	20.33	26.43
IR-12	47,298	61,487	22.66	29.46
IR-11	52,559	68,328	25.18	32.74
IR-10	58,207	75,666	27.89	36.26
IR-09	64,290	83,582	30.80	40.05
IR-08	70,797	92,032	33.92	44.10
IR-07	77,785	101,126	37.27	48.46
IR-06	93,231	121,203	44.67	58.08
IR-05	110,865	144,126	53.12	69.06
IR-04	131,009	170,317	62.77	81.61
IR-03	154,100	197,200 *	73.84	94.49
IR-02	77,785	144,126	37.27	69.06
IR-01	131,009	197,200 *	62.77	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- CLE**

CLEVELAND-AKRON-CANTON, OH-PA
LOCALITY PAYMENT OF 22.23%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,535	55,296	20.38	26.50
IR-12	47,414	61,638	22.72	29.53
IR-11	52,688	68,496	25.25	32.82
IR-10	58,350	75,852	27.96	36.34
IR-09	64,448	83,787	30.88	40.15
IR-08	70,972	92,258	34.01	44.21
IR-07	77,977	101,375	37.36	48.57
IR-06	93,461	121,502	44.78	58.22
IR-05	111,138	144,481	53.25	69.23
IR-04	131,331	170,736	62.93	81.81
IR-03	154,479	197,200 *	74.02	94.49
IR-02	77,977	144,481	37.36	69.23
IR-01	131,331	197,200 *	62.93	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- CS**

COLORADO SPRINGS, CO
LOCALITY PAYMENT OF 20.15%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,811	54,355	20.03	26.04
IR-12	46,607	60,589	22.33	29.03
IR-11	51,792	67,331	24.82	32.26
IR-10	57,357	74,561	27.48	35.73
IR-09	63,351	82,362	30.36	39.46
IR-08	69,764	90,688	33.43	43.45
IR-07	76,650	99,650	36.73	47.75
IR-06	91,870	119,434	44.02	57.23
IR-05	109,246	142,022	52.35	68.05
IR-04	129,096	167,830	61.86	80.42
IR-03	151,850	197,200 *	72.76	94.49
IR-02	76,650	142,022	36.73	68.05
IR-01	129,096	197,200 *	61.86	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- COL**

COLUMBUS-MARION-ZANESVILLE, OH
LOCALITY PAYMENT OF 22.15%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,507	55,259	20.37	26.48
IR-12	47,383	61,598	22.70	29.52
IR-11	52,654	68,452	25.23	32.80
IR-10	58,312	75,803	27.94	36.32
IR-09	64,406	83,733	30.86	40.12
IR-08	70,925	92,198	33.98	44.18
IR-07	77,926	101,309	37.34	48.54
IR-06	93,400	121,422	44.75	58.18
IR-05	111,065	144,386	53.22	69.18
IR-04	131,245	170,624	62.89	81.76
IR-03	154,378	197,200 *	73.97	94.49
IR-02	77,926	144,386	37.34	69.18
IR-01	131,245	197,200 *	62.89	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- CC

CORPUS CHRISTI-KINGSVILLE-ALICE, TX
LOCALITY PAYMENT OF 17.63%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	40,934	53,215	19.61	25.50
IR-12	45,630	59,318	21.86	28.42
IR-11	50,706	65,919	24.30	31.59
IR-10	56,154	72,998	26.91	34.98
IR-09	62,023	80,634	29.72	38.64
IR-08	68,301	88,786	32.73	42.54
IR-07	75,042	97,560	35.96	46.75
IR-06	89,943	116,929	43.10	56.03
IR-05	106,955	139,043	51.25	66.62
IR-04	126,389	164,310	60.56	78.73
IR-03	148,665	193,267	71.23	92.61
IR-02	75,042	139,043	35.96	66.62
IR-01	126,389	193,267	60.56	92.61



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- DFW**

DALLAS-FORT WORTH, TX-OK
LOCALITY PAYMENT OF 27.26%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	44,285	57,571	21.22	27.59
IR-12	49,365	64,175	23.65	30.75
IR-11	54,857	71,315	26.29	34.17
IR-10	60,751	78,974	29.11	37.84
IR-09	67,100	87,235	32.15	41.80
IR-08	73,892	96,055	35.41	46.03
IR-07	81,186	105,547	38.90	50.57
IR-06	97,307	126,502	46.63	60.61
IR-05	115,711	150,426	55.44	72.08
IR-04	136,736	177,762	65.52	85.18
IR-03	160,836	197,200 *	77.07	94.49
IR-02	81,186	150,426	38.90	72.08
IR-01	136,736	197,200 *	65.52	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- DV**

DAVENPORT-MOLINE, IA-IL
LOCALITY PAYMENT OF 18.93%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,386	53,803	19.83	25.78
IR-12	46,134	59,974	22.11	28.74
IR-11	51,266	66,647	24.56	31.93
IR-10	56,775	73,804	27.20	35.36
IR-09	62,708	81,525	30.05	39.06
IR-08	69,056	89,767	33.09	43.01
IR-07	75,871	98,638	36.35	47.26
IR-06	90,937	118,221	43.57	56.65
IR-05	108,137	140,580	51.81	67.36
IR-04	127,786	166,126	61.23	79.60
IR-03	150,308	195,403	72.02	93.63
IR-02	75,871	140,580	36.35	67.36
IR-01	127,786	195,403	61.23	93.63



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- DAY**

DAYTON-SPRINGFIELD-KETTERING, OH
LOCALITY PAYMENT OF 21.42%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,253	54,929	20.25	26.32
IR-12	47,100	61,230	22.57	29.34
IR-11	52,339	68,043	25.08	32.60
IR-10	57,963	75,350	27.77	36.10
IR-09	64,021	83,232	30.68	39.88
IR-08	70,501	91,647	33.78	43.91
IR-07	77,460	100,703	37.12	48.25
IR-06	92,841	120,696	44.49	57.83
IR-05	110,401	143,523	52.90	68.77
IR-04	130,461	169,604	62.51	81.27
IR-03	153,455	197,200 *	73.53	94.49
IR-02	77,460	143,523	37.12	68.77
IR-01	130,461	197,200 *	62.51	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- DEN**

DENVER-AURORA, CO
LOCALITY PAYMENT OF 30.52%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	45,420	59,046	21.76	28.29
IR-12	50,630	65,819	24.26	31.54
IR-11	56,262	73,142	26.96	35.05
IR-10	62,308	80,997	29.86	38.81
IR-09	68,819	89,470	32.98	42.87
IR-08	75,785	98,515	36.31	47.20
IR-07	83,265	108,251	39.90	51.87
IR-06	99,800	129,742	47.82	62.17
IR-05	118,675	154,280	56.86	73.92
IR-04	140,239	182,316	67.20	87.36
IR-03	164,956	197,200 *	79.04	94.49
IR-02	83,265	154,280	39.90	73.92
IR-01	140,239	197,200 *	67.20	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- DM

DES MOINES-AMES-WEST DEMOINES, IA
LOCALITY PAYMENT OF 18.01%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,066	53,387	19.68	25.58
IR-12	45,777	59,510	21.93	28.51
IR-11	50,869	66,132	24.37	31.69
IR-10	56,336	73,233	26.99	35.09
IR-09	62,223	80,895	29.81	38.76
IR-08	68,521	89,073	32.83	42.68
IR-07	75,284	97,875	36.07	46.90
IR-06	90,234	117,307	43.24	56.21
IR-05	107,301	139,493	51.41	66.84
IR-04	126,797	164,841	60.76	78.98
IR-03	149,146	193,892	71.46	92.90
IR-02	75,284	139,493	36.07	66.84
IR-01	126,797	193,892	60.76	92.90



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- DET

DETROIT-WARREN-ANN ARBOR, MI
LOCALITY PAYMENT OF 29.12%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	44,932	58,413	21.53	27.99
IR-12	50,087	65,113	24.00	31.20
IR-11	55,658	72,358	26.67	34.67
IR-10	61,639	80,128	29.53	38.39
IR-09	68,081	88,510	32.62	42.41
IR-08	74,972	97,458	35.92	46.70
IR-07	82,372	107,090	39.47	51.31
IR-06	98,729	128,350	47.31	61.50
IR-05	117,402	152,625	56.25	73.13
IR-04	138,734	180,360	66.48	86.42
IR-03	163,187	197,200 *	78.19	94.49
IR-02	82,372	152,625	39.47	73.13
IR-01	138,734	197,200 *	66.48	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- FN

FRESNO-MADERA-HANFORD, CA
LOCALITY PAYMENT OF 17.65%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

<i>Payband</i>	<i>Annual Rates</i>		<i>Hourly Rates</i>	
	<i>Minimum</i>	<i>Maximum</i>	<i>Minimum</i>	<i>Maximum</i>
IR-13	40,941	53,224	19.62	25.50
IR-12	45,638	59,329	21.87	28.43
IR-11	50,714	65,930	24.30	31.59
IR-10	56,164	73,010	26.91	34.98
IR-09	62,033	80,648	29.72	38.64
IR-08	68,312	88,801	32.73	42.55
IR-07	75,055	97,577	35.96	46.75
IR-06	89,959	116,949	43.10	56.04
IR-05	106,973	139,067	51.26	66.63
IR-04	126,410	164,338	60.57	78.74
IR-03	148,691	193,300	71.25	92.62
IR-02	75,055	139,067	35.96	66.63
IR-01	126,410	193,300	60.57	92.62



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- HB

HARRISBURG-LEBANON, PA
LOCALITY PAYMENT OF 19.43%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,560	54,029	19.91	25.89
IR-12	46,328	60,226	22.20	28.86
IR-11	51,481	66,927	24.67	32.07
IR-10	57,013	74,115	27.32	35.51
IR-09	62,972	81,868	30.17	39.23
IR-08	69,346	90,145	33.23	43.19
IR-07	76,190	99,053	36.51	47.46
IR-06	91,320	118,718	43.76	56.88
IR-05	108,592	141,171	52.03	67.64
IR-04	128,323	166,825	61.49	79.94
IR-03	150,940	196,225	72.32	94.02
IR-02	76,190	141,171	36.51	67.64
IR-01	128,323	196,225	61.49	94.02



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- HAR**

HARTFORD-EAST HARTFORD, CT-MA
LOCALITY PAYMENT OF 32.08%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	45,963	59,752	22.02	28.63
IR-12	51,235	66,605	24.55	31.91
IR-11	56,934	74,016	27.28	35.47
IR-10	63,052	81,965	30.21	39.27
IR-09	69,642	90,540	33.37	43.38
IR-08	76,691	99,693	36.75	47.77
IR-07	84,260	109,545	40.37	52.49
IR-06	100,992	131,293	48.39	62.91
IR-05	120,094	156,124	57.54	74.81
IR-04	141,915	184,495	68.00	88.40
IR-03	166,928	197,200 *	79.98	94.49
IR-02	84,260	156,124	40.37	74.81
IR-01	141,915	197,200 *	68.00	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- HOU**

HOUSTON-THE WOODLANDS, TX
LOCALITY PAYMENT OF 35.00%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	46,979	61,073	22.51	29.26
IR-12	52,368	68,078	25.09	32.62
IR-11	58,193	75,653	27.88	36.25
IR-10	64,446	83,777	30.88	40.14
IR-09	71,181	92,541	34.11	44.34
IR-08	78,386	101,897	37.56	48.82
IR-07	86,123	111,966	41.27	53.65
IR-06	103,225	134,195	49.46	64.30
IR-05	122,749	159,575	58.82	76.46
IR-04	145,052	188,573	69.50	90.36
IR-03	170,618	197,200 *	81.75	94.49
IR-02	86,123	159,575	41.27	76.46
IR-01	145,052	197,200 *	69.50	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- HNT

HUNTSVILLE-DECATUR, AL-TN
LOCALITY PAYMENT OF 21.91%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,423	55,151	20.33	26.43
IR-12	47,290	61,477	22.66	29.46
IR-11	52,551	68,317	25.18	32.73
IR-10	58,197	75,654	27.89	36.25
IR-09	64,279	83,568	30.80	40.04
IR-08	70,786	92,016	33.92	44.09
IR-07	77,772	101,110	37.26	48.45
IR-06	93,216	121,183	44.67	58.07
IR-05	110,847	144,102	53.11	69.05
IR-04	130,987	170,289	62.76	81.60
IR-03	154,075	197,200 *	73.83	94.49
IR-02	77,772	144,102	37.26	69.05
IR-01	130,987	197,200 *	62.76	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- IND**

INDIANAPOLIS-CARMEL-MUNCIE, IN
LOCALITY PAYMENT OF 18.15%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,115	53,450	19.70	25.61
IR-12	45,832	59,581	21.96	28.55
IR-11	50,930	66,210	24.40	31.72
IR-10	56,402	73,320	27.03	35.13
IR-09	62,297	80,991	29.85	38.81
IR-08	68,603	89,178	32.87	42.73
IR-07	75,374	97,991	36.12	46.95
IR-06	90,341	117,446	43.29	56.28
IR-05	107,428	139,658	51.47	66.92
IR-04	126,947	165,037	60.83	79.08
IR-03	149,323	194,122	71.55	93.01
IR-02	75,374	139,658	36.12	66.92
IR-01	126,947	194,122	60.83	93.01



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- KC
KANSAS CITY-OVERLAND PARK-KANSAS CITY, MO-KS
LOCALITY PAYMENT OF 18.97%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,400	53,821	19.84	25.79
IR-12	46,150	59,994	22.11	28.75
IR-11	51,283	66,670	24.57	31.95
IR-10	56,794	73,829	27.21	35.38
IR-09	62,729	81,553	30.06	39.08
IR-08	69,079	89,797	33.10	43.03
IR-07	75,897	98,671	36.37	47.28
IR-06	90,968	118,261	43.59	56.67
IR-05	108,173	140,627	51.83	67.38
IR-04	127,829	166,182	61.25	79.63
IR-03	150,359	195,469	72.05	93.66
IR-02	75,897	140,627	36.37	67.38
IR-01	127,829	195,469	61.25	93.66



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- LR**

LAREDO, TX
LOCALITY PAYMENT OF 21.59%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,312	55,006	20.27	26.36
IR-12	47,166	61,315	22.60	29.38
IR-11	52,413	68,138	25.11	32.65
IR-10	58,045	75,455	27.81	36.15
IR-09	64,111	83,349	30.72	39.94
IR-08	70,600	91,775	33.83	43.97
IR-07	77,568	100,844	37.17	48.32
IR-06	92,971	120,865	44.55	57.91
IR-05	110,556	143,724	52.97	68.87
IR-04	130,644	169,842	62.60	81.38
IR-03	153,670	197,200 *	73.63	94.49
IR-02	77,568	143,724	37.17	68.87
IR-01	130,644	197,200 *	62.60	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- LV**

LAS VEGAS-HENDERSON, NV-AZ
LOCALITY PAYMENT OF 19.57%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,609	54,092	19.94	25.92
IR-12	46,382	60,297	22.22	28.89
IR-11	51,542	67,006	24.70	32.11
IR-10	57,080	74,202	27.35	35.55
IR-09	63,046	81,964	30.21	39.27
IR-08	69,427	90,250	33.27	43.24
IR-07	76,280	99,169	36.55	47.52
IR-06	91,427	118,857	43.81	56.95
IR-05	108,719	141,337	52.09	67.72
IR-04	128,473	167,020	61.56	80.03
IR-03	151,117	196,455	72.41	94.13
IR-02	76,280	141,337	36.55	67.72
IR-01	128,473	196,455	61.56	94.13



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- LA**

LOS ANGELES-LONG BEACH, CA
LOCALITY PAYMENT OF 36.47%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	47,490	61,738	22.76	29.58
IR-12	52,938	68,819	25.37	32.98
IR-11	58,827	76,476	28.19	36.64
IR-10	65,148	84,689	31.22	40.58
IR-09	71,957	93,549	34.48	44.82
IR-08	79,240	103,006	37.97	49.36
IR-07	87,061	113,185	41.72	54.23
IR-06	104,349	135,657	50.00	65.00
IR-05	124,085	161,313	59.46	77.29
IR-04	146,632	190,627	70.26	91.34
IR-03	172,476	197,200 *	82.64	94.49
IR-02	87,061	161,313	41.72	77.29
IR-01	146,632	197,200 *	70.26	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- MFL

MIAMI-PORT ST. LUCIE-FORT LAUDERDALE, FL
LOCALITY PAYMENT OF 24.67%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	43,384	56,399	20.79	27.02
IR-12	48,361	62,869	23.17	30.12
IR-11	53,740	69,864	25.75	33.48
IR-10	59,515	77,366	28.52	37.07
IR-09	65,735	85,460	31.50	40.95
IR-08	72,388	94,100	34.69	45.09
IR-07	79,533	103,399	38.11	49.54
IR-06	95,326	123,927	45.68	59.38
IR-05	113,356	147,365	54.32	70.61
IR-04	133,953	174,144	64.18	83.44
IR-03	157,563	197,200 *	75.50	94.49
IR-02	79,533	147,365	38.11	70.61
IR-01	133,953	197,200 *	64.18	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- MIL**

MILWAUKEE-RACINE-WAUKESHA, WI
LOCALITY PAYMENT OF 22.42%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,601	55,382	20.41	26.54
IR-12	47,488	61,734	22.75	29.58
IR-11	52,770	68,603	25.29	32.87
IR-10	58,441	75,970	28.00	36.40
IR-09	64,548	83,918	30.93	40.21
IR-08	71,082	92,401	34.06	44.27
IR-07	78,098	101,533	37.42	48.65
IR-06	93,606	121,690	44.85	58.31
IR-05	111,310	144,705	53.33	69.34
IR-04	131,535	171,001	63.03	81.94
IR-03	154,719	197,200 *	74.13	94.49
IR-02	78,098	144,705	37.42	69.34
IR-01	131,535	197,200 *	63.03	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- MSP**

MINNEAPOLIS-ST. PAUL, MN-WI
LOCALITY PAYMENT OF 27.62%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	44,410	57,734	21.28	27.66
IR-12	49,505	64,356	23.72	30.84
IR-11	55,012	71,517	26.36	34.27
IR-10	60,923	79,197	29.19	37.95
IR-09	67,290	87,482	32.24	41.92
IR-08	74,101	96,326	35.51	46.16
IR-07	81,415	105,845	39.01	50.72
IR-06	97,582	126,859	46.76	60.79
IR-05	116,038	150,852	55.60	72.28
IR-04	137,123	178,265	65.70	85.42
IR-03	161,291	197,200 *	77.28	94.49
IR-02	81,415	150,852	39.01	72.28
IR-01	137,123	197,200 *	65.70	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- NY**

NEW YORK-NEWARK, NY-NJ-CT-PA

LOCALITY PAYMENT OF 37.95%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	48,005	62,407	23.00	29.90
IR-12	53,512	69,565	25.64	33.33
IR-11	59,465	77,306	28.49	37.04
IR-10	65,855	85,608	31.55	41.02
IR-09	72,737	94,563	34.85	45.31
IR-08	80,099	104,123	38.38	49.89
IR-07	88,005	114,413	42.17	54.82
IR-06	105,481	137,128	50.54	65.71
IR-05	125,431	163,062	60.10	78.13
IR-04	148,222	192,694	71.02	92.33
IR-03	174,347	197,200 *	83.54	94.49
IR-02	88,005	163,062	42.17	78.13
IR-01	148,222	197,200 *	71.02	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- OM

OMAHA-COUNCIL BLUFFS-FREMONT, NE-IA
LOCALITY PAYMENT OF 18.23%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,143	53,486	19.71	25.63
IR-12	45,863	59,621	21.98	28.57
IR-11	50,964	66,255	24.42	31.75
IR-10	56,441	73,370	27.04	35.16
IR-09	62,339	81,045	29.87	38.83
IR-08	68,649	89,239	32.89	42.76
IR-07	75,425	98,058	36.14	46.99
IR-06	90,402	117,525	43.32	56.31
IR-05	107,501	139,753	51.51	66.96
IR-04	127,033	165,148	60.87	79.13
IR-03	149,424	194,253	71.60	93.08
IR-02	75,425	139,753	36.14	66.96
IR-01	127,033	194,253	60.87	93.08



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- PB

PALM BAY-MELBOURNE-TITUSVILLE, FL
LOCALITY PAYMENT OF 17.93%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,038	53,350	19.66	25.56
IR-12	45,746	59,470	21.92	28.50
IR-11	50,835	66,087	24.36	31.67
IR-10	56,297	73,184	26.98	35.07
IR-09	62,181	80,840	29.79	38.74
IR-08	68,475	89,012	32.81	42.65
IR-07	75,233	97,809	36.05	46.87
IR-06	90,173	117,227	43.21	56.17
IR-05	107,228	139,398	51.38	66.79
IR-04	126,711	164,729	60.71	78.93
IR-03	149,045	193,760	71.42	92.84
IR-02	75,233	139,398	36.05	66.79
IR-01	126,711	193,760	60.71	92.84



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- PHL
PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
LOCALITY PAYMENT OF 28.99%

Issue Date: December 31, 2025
Supersedes Salary Table Issued December 31, 2024
Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	44,887	58,354	21.51	27.96
IR-12	50,037	65,047	23.98	31.17
IR-11	55,602	72,285	26.64	34.64
IR-10	61,577	80,047	29.51	38.36
IR-09	68,013	88,421	32.59	42.37
IR-08	74,897	97,360	35.89	46.65
IR-07	82,289	106,982	39.43	51.26
IR-06	98,630	128,221	47.26	61.44
IR-05	117,284	152,471	56.20	73.06
IR-04	138,595	180,178	66.41	86.33
IR-03	163,023	197,200 *	78.11	94.49
IR-02	82,289	152,471	39.43	73.06
IR-01	138,595	197,200 *	66.41	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- PX**

PHOENIX-MESA, AZ
LOCALITY PAYMENT OF 22.45%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,611	55,395	20.42	26.54
IR-12	47,500	61,749	22.76	29.59
IR-11	52,783	68,620	25.29	32.88
IR-10	58,455	75,989	28.01	36.41
IR-09	64,564	83,938	30.94	40.22
IR-08	71,099	92,424	34.07	44.29
IR-07	78,117	101,558	37.43	48.66
IR-06	93,629	121,720	44.86	58.32
IR-05	111,338	144,741	53.35	69.35
IR-04	131,568	171,043	63.04	81.96
IR-03	154,757	197,200 *	74.15	94.49
IR-02	78,117	144,741	37.43	69.35
IR-01	131,568	197,200 *	63.04	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- PIT
PITTSBURGH-NEW CASTLE-WEIRTON, PA-OH-WV
LOCALITY PAYMENT OF 21.03%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,117	54,753	20.18	26.24
IR-12	46,949	61,033	22.50	29.24
IR-11	52,171	67,824	25.00	32.50
IR-10	57,777	75,108	27.68	35.99
IR-09	63,815	82,965	30.58	39.75
IR-08	70,275	91,352	33.67	43.77
IR-07	77,211	100,380	37.00	48.10
IR-06	92,543	120,309	44.34	57.65
IR-05	110,047	143,062	52.73	68.55
IR-04	130,042	169,060	62.31	81.01
IR-03	152,963	197,200 *	73.29	94.49
IR-02	77,211	143,062	37.00	68.55
IR-01	130,042	197,200 *	62.31	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- POR**

PORTLAND-VANCOUVER-SALEM, OR-WA
LOCALITY PAYMENT OF 26.13%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	43,892	57,060	21.03	27.34
IR-12	48,927	63,605	23.44	30.48
IR-11	54,370	70,682	26.05	33.87
IR-10	60,212	78,272	28.85	37.50
IR-09	66,505	86,461	31.87	41.43
IR-08	73,236	95,202	35.09	45.62
IR-07	80,465	104,610	38.56	50.12
IR-06	96,443	125,378	46.21	60.08
IR-05	114,684	149,091	54.95	71.44
IR-04	135,522	176,183	64.94	84.42
IR-03	159,408	197,200 *	76.38	94.49
IR-02	80,465	149,091	38.56	71.44
IR-01	135,522	197,200 *	64.94	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- RA**

RALEIGH-DURHAM-CARY, NC
LOCALITY PAYMENT OF 22.24%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,538	55,300	20.38	26.50
IR-12	47,418	61,643	22.72	29.54
IR-11	52,693	68,502	25.25	32.82
IR-10	58,355	75,858	27.96	36.35
IR-09	64,453	83,794	30.88	40.15
IR-08	70,977	92,266	34.01	44.21
IR-07	77,983	101,383	37.37	48.58
IR-06	93,468	121,511	44.79	58.22
IR-05	111,147	144,493	53.26	69.23
IR-04	131,342	170,750	62.93	81.82
IR-03	154,492	197,200 *	74.03	94.49
IR-02	77,983	144,493	37.37	69.23
IR-01	131,342	197,200 *	62.93	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- RN

RENO-FERNLEY, NV
LOCALITY PAYMENT OF 17.52%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	40,896	53,165	19.60	25.47
IR-12	45,587	59,263	21.84	28.40
IR-11	50,658	65,857	24.27	31.56
IR-10	56,102	72,929	26.88	34.94
IR-09	61,965	80,559	29.69	38.60
IR-08	68,237	88,703	32.70	42.50
IR-07	74,972	97,469	35.92	46.70
IR-06	89,859	116,820	43.06	55.98
IR-05	106,855	138,913	51.20	66.56
IR-04	126,271	164,157	60.50	78.66
IR-03	148,526	193,087	71.17	92.52
IR-02	74,972	138,913	35.92	66.56
IR-01	126,271	193,087	60.50	92.52



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- RCH**

RICHMOND, VA
LOCALITY PAYMENT OF 22.28%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,552	55,318	20.39	26.51
IR-12	47,434	61,663	22.73	29.55
IR-11	52,710	68,524	25.26	32.83
IR-10	58,374	75,883	27.97	36.36
IR-09	64,475	83,822	30.89	40.16
IR-08	71,001	92,296	34.02	44.22
IR-07	78,009	101,417	37.38	48.59
IR-06	93,499	121,551	44.80	58.24
IR-05	111,183	144,540	53.27	69.26
IR-04	131,385	170,806	62.95	81.84
IR-03	154,542	197,200 *	74.05	94.49
IR-02	78,009	144,540	37.38	69.26
IR-01	131,385	197,200 *	62.95	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- RT
ROCHESTER-BATAVIA-SENECA FALLS, NY
LOCALITY PAYMENT OF 17.88%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,021	53,328	19.66	25.55
IR-12	45,727	59,445	21.91	28.48
IR-11	50,813	66,059	24.35	31.65
IR-10	56,274	73,153	26.96	35.05
IR-09	62,155	80,806	29.78	38.72
IR-08	68,446	88,975	32.80	42.63
IR-07	75,202	97,767	36.03	46.85
IR-06	90,135	117,177	43.19	56.15
IR-05	107,182	139,339	51.36	66.77
IR-04	126,657	164,659	60.69	78.90
IR-03	148,981	193,678	71.39	92.80
IR-02	75,202	139,339	36.03	66.77
IR-01	126,657	193,678	60.69	92.80



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- SAC**

SACRAMENTO-ROSEVILLE, CA-NV
LOCALITY PAYMENT OF 29.76%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	45,155	58,702	21.64	28.13
IR-12	50,335	65,435	24.12	31.35
IR-11	55,934	72,716	26.80	34.84
IR-10	61,945	80,525	29.68	38.58
IR-09	68,419	88,949	32.78	42.62
IR-08	75,344	97,942	36.10	46.93
IR-07	82,780	107,620	39.66	51.57
IR-06	99,218	128,987	47.54	61.80
IR-05	117,984	153,382	56.53	73.49
IR-04	139,422	181,254	66.80	86.85
IR-03	163,996	197,200 *	78.58	94.49
IR-02	82,780	153,382	39.66	73.49
IR-01	139,422	197,200 *	66.80	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- SO

SAN ANTONIO-NEW BRAUNFELS-PEARSALL, TX
LOCALITY PAYMENT OF 18.78%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,334	53,735	19.81	25.75
IR-12	46,076	59,898	22.08	28.70
IR-11	51,201	66,563	24.53	31.89
IR-10	56,703	73,711	27.17	35.32
IR-09	62,629	81,423	30.01	39.01
IR-08	68,968	89,654	33.05	42.96
IR-07	75,776	98,514	36.31	47.20
IR-06	90,823	118,072	43.52	56.57
IR-05	108,001	140,403	51.75	67.28
IR-04	127,624	165,917	61.15	79.50
IR-03	150,119	195,157	71.93	93.51
IR-02	75,776	140,403	36.31	67.28
IR-01	127,624	195,157	61.15	93.51



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- SD

SAN DIEGO-CHULA VISTA-CARLSBAD, CA
LOCALITY PAYMENT OF 33.72%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	46,533	60,494	22.30	28.99
IR-12	51,871	67,432	24.85	32.31
IR-11	57,641	74,935	27.62	35.91
IR-10	63,835	82,983	30.59	39.76
IR-09	70,507	91,664	33.78	43.92
IR-08	77,643	100,931	37.20	48.36
IR-07	85,307	110,905	40.88	53.14
IR-06	102,246	132,923	48.99	63.69
IR-05	121,585	158,062	58.26	75.74
IR-04	143,677	186,785	68.84	89.50
IR-03	169,001	197,200 *	80.98	94.49
IR-02	85,307	158,062	40.88	75.74
IR-01	143,677	197,200 *	68.84	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- SF**

SAN JOSE-SAN FRANCISCO-OAKLAND, CA
LOCALITY PAYMENT OF 46.34%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	50,925	66,203	24.40	31.72
IR-12	56,767	73,796	27.20	35.36
IR-11	63,081	82,007	30.23	39.29
IR-10	69,860	90,814	33.47	43.51
IR-09	77,161	100,315	36.97	48.07
IR-08	84,971	110,456	40.71	52.93
IR-07	93,358	121,371	44.73	58.16
IR-06	111,896	145,468	53.62	69.70
IR-05	133,060	172,980	63.76	82.88
IR-04	157,236	197,200 *	75.34	94.49
IR-03	184,950	197,200 *	88.62	94.49
IR-02	93,358	172,980	44.73	82.88
IR-01	157,236	197,200 *	75.34	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- SEA
SEATTLE-TACOMA, WA
LOCALITY PAYMENT OF 31.57%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	45,785	59,521	21.94	28.52
IR-12	51,037	66,348	24.45	31.79
IR-11	56,715	73,731	27.18	35.33
IR-10	62,809	81,648	30.10	39.12
IR-09	69,373	90,190	33.24	43.22
IR-08	76,395	99,308	36.61	47.58
IR-07	83,935	109,122	40.22	52.29
IR-06	100,602	130,786	48.20	62.67
IR-05	119,630	155,521	57.32	74.52
IR-04	141,367	183,782	67.74	88.06
IR-03	166,283	197,200 *	79.68	94.49
IR-02	83,935	155,521	40.22	74.52
IR-01	141,367	197,200 *	67.74	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- SN
SPOKANE-SPOKANE VALLEY-COEUR d'ALENE, WA-ID
LOCALITY PAYMENT OF 17.67%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

<i>Payband</i>	<i>Annual Rates</i>		<i>Hourly Rates</i>	
	<i>Minimum</i>	<i>Maximum</i>	<i>Minimum</i>	<i>Maximum</i>
IR-13	40,948	53,233	19.62	25.51
IR-12	45,645	59,339	21.87	28.43
IR-11	50,723	65,941	24.30	31.60
IR-10	56,173	73,022	26.92	34.99
IR-09	62,044	80,662	29.73	38.65
IR-08	68,324	88,816	32.74	42.56
IR-07	75,068	97,593	35.97	46.76
IR-06	89,974	116,969	43.11	56.05
IR-05	106,991	139,091	51.27	66.65
IR-04	126,432	164,366	60.58	78.76
IR-03	148,716	193,333	71.26	92.64
IR-02	75,068	139,091	35.97	66.65
IR-01	126,432	193,333	60.58	92.64



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- SL

ST. LOUIS-ST. CHARLES-FARMINGTON, MO-IL
LOCALITY PAYMENT OF 20.03%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,769	54,300	20.01	26.02
IR-12	46,561	60,529	22.31	29.00
IR-11	51,740	67,264	24.79	32.23
IR-10	57,300	74,487	27.46	35.69
IR-09	63,288	82,279	30.32	39.42
IR-08	69,694	90,597	33.39	43.41
IR-07	76,573	99,550	36.69	47.70
IR-06	91,779	119,315	43.98	57.17
IR-05	109,137	141,880	52.29	67.98
IR-04	128,967	167,663	61.80	80.34
IR-03	151,699	197,200 *	72.69	94.49
IR-02	76,573	141,880	36.69	67.98
IR-01	128,967	197,200 *	61.80	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- TU**

TUCSON-NOGALES, AZ
LOCALITY PAYMENT OF 19.28%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,508	53,961	19.89	25.86
IR-12	46,270	60,151	22.17	28.82
IR-11	51,417	66,843	24.64	32.03
IR-10	56,942	74,022	27.28	35.47
IR-09	62,893	81,765	30.14	39.18
IR-08	69,259	90,031	33.19	43.14
IR-07	76,095	98,928	36.46	47.40
IR-06	91,205	118,569	43.70	56.81
IR-05	108,455	140,994	51.97	67.56
IR-04	128,162	166,615	61.41	79.83
IR-03	150,751	195,978	72.23	93.90
IR-02	76,095	140,994	36.46	67.56
IR-01	128,162	195,978	61.41	93.90



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- VB

VIRGINIA BEACH-NORFOLK, VA-NC
LOCALITY PAYMENT OF 18.80%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	41,341	53,744	19.81	25.75
IR-12	46,084	59,908	22.08	28.71
IR-11	51,210	66,574	24.54	31.90
IR-10	56,713	73,724	27.17	35.33
IR-09	62,640	81,436	30.01	39.02
IR-08	68,980	89,669	33.05	42.97
IR-07	75,788	98,530	36.31	47.21
IR-06	90,838	118,092	43.53	56.58
IR-05	108,019	140,426	51.76	67.29
IR-04	127,646	165,945	61.16	79.51
IR-03	150,144	195,190	71.94	93.53
IR-02	75,788	140,426	36.31	67.29
IR-01	127,646	195,190	61.16	93.53



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- DCB
WASHINGTON-BALTIMORE-ARLINGTON, DC-MD-VA-WV-PA
LOCALITY PAYMENT OF 33.94%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	46,610	60,593	22.33	29.03
IR-12	51,957	67,543	24.90	32.36
IR-11	57,736	75,059	27.66	35.97
IR-10	63,940	83,119	30.64	39.83
IR-09	70,623	91,815	33.84	43.99
IR-08	77,771	101,097	37.26	48.44
IR-07	85,447	111,087	40.94	53.23
IR-06	102,415	133,142	49.07	63.80
IR-05	121,785	158,322	58.35	75.86
IR-04	143,913	187,093	68.96	89.65
IR-03	169,279	197,200 *	81.11	94.49
IR-02	85,447	158,322	40.94	75.86
IR-01	143,913	197,200 *	68.96	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- RUS**

REST OF U.S.
LOCALITY PAYMENT OF 17.06%

Issue Date: December 31, 2025
Supersedes Salary Table Issued December 31, 2024
Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	40,736	52,957	19.52	25.37
IR-12	45,409	59,031	21.76	28.29
IR-11	50,460	65,599	24.18	31.43
IR-10	55,882	72,644	26.78	34.81
IR-09	61,722	80,243	29.57	38.45
IR-08	67,970	88,356	32.57	42.34
IR-07	74,678	97,087	35.78	46.52
IR-06	89,508	116,362	42.89	55.76
IR-05	106,437	138,370	51.00	66.30
IR-04	125,776	163,514	60.27	78.35
IR-03	147,945	192,331	70.89	92.16
IR-02	74,678	138,370	35.78	66.30
IR-01	125,776	192,331	60.27	92.16



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- AK**

STATE OF ALASKA
LOCALITY PAYMENT OF 32.36%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	46,060	59,878	22.07	28.69
IR-12	51,344	66,747	24.60	31.98
IR-11	57,055	74,173	27.34	35.54
IR-10	63,186	82,139	30.28	39.36
IR-09	69,789	90,731	33.44	43.47
IR-08	76,854	99,904	36.83	47.87
IR-07	84,439	109,777	40.46	52.60
IR-06	101,206	131,571	48.49	63.04
IR-05	120,348	156,455	57.67	74.97
IR-04	142,216	184,886	68.14	88.59
IR-03	167,282	197,200 *	80.15	94.49
IR-02	84,439	156,455	40.46	74.97
IR-01	142,216	197,200 *	68.14	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).



DEPARTMENT OF TREASURY
INTERNAL REVENUE SERVICE

**INTERNAL REVENUE (IR)
MANAGER PAYBAND SALARY TABLE -- 2026 -- HI**

STATE OF HAWAII
LOCALITY PAYMENT OF 22.21%

Issue Date: December 31, 2025

Supersedes Salary Table Issued December 31, 2024

Effective the first day of the first pay period beginning on or after January 1, 2026

Payband	Annual Rates		Hourly Rates	
	Minimum	Maximum	Minimum	Maximum
IR-13	42,528	55,287	20.38	26.49
IR-12	47,406	61,628	22.71	29.53
IR-11	52,680	68,485	25.24	32.82
IR-10	58,341	75,840	27.95	36.34
IR-09	64,438	83,774	30.88	40.14
IR-08	70,960	92,243	34.00	44.20
IR-07	77,964	101,359	37.36	48.57
IR-06	93,445	121,482	44.77	58.21
IR-05	111,119	144,457	53.24	69.22
IR-04	131,310	170,708	62.92	81.80
IR-03	154,454	197,200 *	74.01	94.49
IR-02	77,964	144,457	37.36	69.22
IR-01	131,310	197,200 *	62.92	94.49

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).