

EMPLOYMENT AND TRAINING ADMINISTRATION ADVISORY SYSTEM U.S. DEPARTMENT OF LABOR Washington, D.C. 20210	CLASSIFICATION Unemployment Insurance
	CORRESPONDENCE SYMBOL OUI/DUIO
	DATE December 29, 2025

ADVISORY: UNEMPLOYMENT INSURANCE PROGRAM LETTER NO. 04-26

TO: STATE WORKFORCE AGENCIES

FROM: LORI FRAZIER BEARDEN /s/
Acting Assistant Secretary

SUBJECT: 2026 Pay Adjustments for Annual Salary Rates for General Schedule (GS)
Federal Employees in 53 Locality Pay Areas

1. **Purpose.** To ensure states are aware of the locality-based salary rates for certain Federal civilian employees.
2. **Action Requested.** State Administrators should provide information contained in this Unemployment Insurance Program Letter (UIPL) to appropriate staff.
3. **Summary and Background.**
 - a. Summary - This UIPL provides a link to the 2026 pay adjustments for annual salary rates for GS Federal employees, which may assist states with estimating monetary entitlement for unemployment benefits or determining the amount of potentially disqualifying remuneration.
 - b. Background - On December 18, 2025, the President signed Executive Order, Adjustments of Certain Rates of Pay, stipulating the 2026 pay rates for the Federal civilian employee pay schedules. The 2026 pay rates are effective on the first day of the first applicable pay period beginning on or after January 1, 2026. Information about the 2026 Annual Salary Rates is located on the U.S. Office of Personnel Management (OPM) website at <https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/#url=2026>.
4. **Instruction.** States may use GS salary rates on the OPM website, in conjunction with other appropriate documentation, for estimating monetary entitlement for Unemployment Compensation for Federal Employees (UCFE) benefits or in determining the amount of potentially disqualifying remuneration when Federal agencies do not provide timely responses to requests for information.
5. **Inquiries.** Please direct all inquiries to the appropriate Regional Office.

RESCISSIONS None	EXPIRATION DATE Continuing
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6. **References.**

- 5 U.S.C. Chapter 85, Subchapter I;
- 20 C.F.R. Part 609; and,
- Chapters V and XI, Employment and Training Handbook No. 391, *Unemployment Compensation for Federal Employees (UCFE) Instructions for State Agencies*.
<https://www.dol.gov/agencies/eta/advisories/handbooks/et-handbook-no-391>.

7. **Attachment(s).** N/A