

**Salary Table 2025-RUS**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 17.06%**  
**For the Locality Pay Area of Rest of U.S.**  
**Total Increase: 1.91%**  
**Effective January 2025**

*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   | \$ 12.54 | \$ 12.96 | \$ 13.38 | \$ 13.79 | \$ 14.21 | \$ 14.45 | \$ 14.87 | \$ 15.28 | \$ 15.30 | \$ 15.69 |
|       | O   | 18.81    | 19.44    | 20.07    | 20.69    | 21.32    | 21.68    | 22.31    | 22.92    | 22.95    | 23.54    |
| 2     | B   | 14.10    | 14.44    | 14.90    | 15.30    | 15.47    | 15.93    | 16.38    | 16.84    | 17.29    | 17.75    |
|       | O   | 21.15    | 21.66    | 22.35    | 22.95    | 23.21    | 23.90    | 24.57    | 25.26    | 25.94    | 26.63    |
| 3     | B   | 15.39    | 15.90    | 16.41    | 16.93    | 17.44    | 17.95    | 18.46    | 18.98    | 19.49    | 20.00    |
|       | O   | 23.09    | 23.85    | 24.62    | 25.40    | 26.16    | 26.93    | 27.69    | 28.47    | 29.24    | 30.00    |
| 4     | B   | 17.27    | 17.85    | 18.43    | 19.00    | 19.58    | 20.15    | 20.73    | 21.31    | 21.88    | 22.46    |
|       | O   | 25.91    | 26.78    | 27.65    | 28.50    | 29.37    | 30.23    | 31.10    | 31.97    | 32.82    | 33.69    |
| 5     | B   | 19.33    | 19.97    | 20.61    | 21.26    | 21.90    | 22.54    | 23.19    | 23.83    | 24.48    | 25.12    |
|       | O   | 29.00    | 29.96    | 30.92    | 31.89    | 32.85    | 33.81    | 34.79    | 35.75    | 36.72    | 37.68    |
| 6     | B   | 21.54    | 22.26    | 22.98    | 23.70    | 24.41    | 25.13    | 25.85    | 26.57    | 27.29    | 28.00    |
|       | O   | 32.31    | 33.39    | 34.47    | 35.55    | 36.62    | 37.70    | 38.78    | 39.86    | 40.94    | 42.00    |
| 7     | B   | 23.94    | 24.74    | 25.54    | 26.33    | 27.13    | 27.93    | 28.73    | 29.53    | 30.32    | 31.12    |
|       | O   | 35.91    | 37.11    | 38.31    | 39.50    | 40.70    | 41.90    | 43.10    | 44.30    | 45.48    | 46.68    |
| 8     | B   | 26.51    | 27.39    | 28.28    | 29.16    | 30.05    | 30.93    | 31.82    | 32.70    | 33.58    | 34.47    |
|       | O   | 39.77    | 41.09    | 42.42    | 43.74    | 45.08    | 46.40    | 47.73    | 48.38    | 48.38    | 48.38    |
| 9     | B   | 29.28    | 30.26    | 31.23    | 32.21    | 33.19    | 34.16    | 35.14    | 36.11    | 37.09    | 38.07    |
|       | O   | 43.92    | 45.39    | 46.85    | 48.32    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    |
| 10    | B   | 32.25    | 33.32    | 34.39    | 35.47    | 36.54    | 37.62    | 38.69    | 39.77    | 40.84    | 41.92    |
|       | O   | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    |
| 11    | B   | 35.43    | 36.61    | 37.79    | 38.97    | 40.15    | 41.33    | 42.51    | 43.69    | 44.87    | 46.05    |
|       | O   | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    |
| 12    | B   | 42.46    | 43.88    | 45.30    | 46.71    | 48.13    | 49.54    | 50.96    | 52.37    | 53.79    | 55.21    |
|       | O   | 48.38    | 48.38    | 48.38    | 48.38    | 48.38    | 49.54    | 50.96    | 52.37    | 53.79    | 55.21    |
| 13    | B   | 50.49    | 52.18    | 53.86    | 55.54    | 57.23    | 58.91    | 60.59    | 62.28    | 63.96    | 65.64    |
|       | O   | 50.49    | 52.18    | 53.86    | 55.54    | 57.23    | 58.91    | 60.59    | 62.28    | 63.96    | 65.64    |
| 14    | B   | 59.67    | 61.66    | 63.65    | 65.64    | 67.63    | 69.61    | 71.60    | 73.59    | 75.58    | 77.57    |
|       | O   | 59.67    | 61.66    | 63.65    | 65.64    | 67.63    | 69.61    | 71.60    | 73.59    | 75.58    | 77.57    |
| 15    | B   | 70.19    | 72.53    | 74.87    | 77.21    | 79.55    | 81.89    | 84.22    | 86.56    | 88.90    | 91.24    |
|       | O   | 70.19    | 72.53    | 74.87    | 77.21    | 79.55    | 81.89    | 84.22    | 86.56    | 88.90    | 91.24    |

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:  
<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>