

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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,175	\$ 27,053	\$ 27,922	\$ 28,790	\$ 29,658	\$ 30,166	\$ 31,028	\$ 31,895	\$ 31,930	\$ 32,742
2	29,431	30,131	31,106	31,930	32,289	33,238	34,187	35,137	36,086	37,035
3	32,114	33,184	34,254	35,324	36,394	37,464	38,534	39,604	40,674	41,744
4	36,049	37,251	38,453	39,655	40,857	42,060	43,262	44,464	45,666	46,868
5	40,332	41,676	43,020	44,363	45,707	47,051	48,395	49,739	51,083	52,426
6	44,959	46,458	47,956	49,454	50,953	52,451	53,949	55,448	56,946	58,445
7	49,960	51,626	53,292	54,957	56,623	58,289	59,955	61,620	63,286	64,952
8	55,328	57,173	59,018	60,863	62,708	64,553	66,398	68,242	70,087	71,932
9	61,111	63,148	65,185	67,222	69,259	71,295	73,332	75,369	77,406	79,443
10	67,297	69,539	71,782	74,025	76,268	78,511	80,754	82,997	85,240	87,482
11	73,939	76,403	78,867	81,331	83,795	86,259	88,723	91,187	93,652	96,116
12	88,621	91,576	94,531	97,485	100,440	103,394	106,349	109,304	112,258	115,213
13	105,383	108,896	112,409	115,922	119,435	122,948	126,461	129,974	133,487	137,000
14	124,531	128,682	132,833	136,984	141,135	145,286	149,436	153,587	157,738	161,889
15	146,481	151,363	156,246	161,128	166,011	170,894	175,776	180,659	185,541	190,424

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/>

Salary Table 2025-CLE
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.23%
For the Locality Pay Area of Cleveland-Akron-Canton, OH-PA
Total Increase: 1.88%
Effective January 2025

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,331	\$ 28,247	\$ 29,156	\$ 30,061	\$ 30,968	\$ 31,499	\$ 32,398	\$ 33,304	\$ 33,341	\$ 34,188
2	30,731	31,462	32,480	33,341	33,715	34,706	35,697	36,689	37,680	38,671
3	33,533	34,650	35,767	36,884	38,001	39,118	40,236	41,353	42,470	43,587
4	37,641	38,896	40,151	41,407	42,662	43,917	45,173	46,428	47,683	48,938
5	42,113	43,516	44,920	46,323	47,726	49,129	50,532	51,936	53,339	54,742
6	46,945	48,509	50,074	51,639	53,203	54,768	56,332	57,897	59,461	61,026
7	52,167	53,906	55,645	57,385	59,124	60,863	62,603	64,342	66,081	67,821
8	57,772	59,698	61,625	63,551	65,477	67,404	69,330	71,256	73,183	75,109
9	63,810	65,937	68,064	70,191	72,317	74,444	76,571	78,698	80,825	82,951
10	70,269	72,611	74,953	77,295	79,637	81,978	84,320	86,662	89,004	91,346
11	77,204	79,777	82,350	84,923	87,496	90,069	92,642	95,215	97,788	100,361
12	92,535	95,621	98,706	101,791	104,876	107,961	111,046	114,131	117,216	120,301
13	110,038	113,706	117,374	121,042	124,710	128,378	132,046	135,714	139,383	143,051
14	130,031	134,365	138,699	143,034	147,368	151,702	156,036	160,371	164,705	169,039
15	152,950	158,048	163,146	168,245	173,343	178,441	183,539	188,638	193,736	195,200 *

* 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 2025 Locality Pay Area Definitions page:

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Salary Table 2025-DFW
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 27.26%
For the Locality Pay Area of Dallas-Fort Worth, TX-OK
Total Increase: 1.98%
Effective January 2025

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 28,455	\$ 29,410	\$ 30,355	\$ 31,298	\$ 32,243	\$ 32,795	\$ 33,732	\$ 34,675	\$ 34,713	\$ 35,595
2	31,996	32,757	33,817	34,713	35,102	36,134	37,166	38,198	39,230	40,263
3	34,913	36,076	37,239	38,402	39,565	40,728	41,891	43,055	44,218	45,381
4	39,190	40,497	41,804	43,111	44,418	45,725	47,031	48,338	49,645	50,952
5	43,846	45,307	46,768	48,229	49,690	51,151	52,612	54,073	55,534	56,995
6	48,877	50,506	52,135	53,764	55,392	57,021	58,650	60,279	61,908	63,537
7	54,313	56,124	57,935	59,746	61,557	63,368	65,179	66,990	68,801	70,611
8	60,149	62,155	64,161	66,166	68,172	70,178	72,183	74,189	76,194	78,200
9	66,436	68,650	70,865	73,079	75,293	77,508	79,722	81,936	84,151	86,365
10	73,161	75,599	78,037	80,475	82,914	85,352	87,790	90,229	92,667	95,105
11	80,381	83,060	85,739	88,418	91,097	93,775	96,454	99,133	101,812	104,491
12	96,343	99,555	102,768	105,980	109,192	112,404	115,616	118,828	122,040	125,252
13	114,566	118,385	122,204	126,023	129,842	133,661	137,480	141,299	145,118	148,937
14	135,382	139,894	144,407	148,920	153,432	157,945	162,458	166,970	171,483	175,995
15	159,244	164,552	169,860	175,168	180,476	185,784	191,092	195,200 *	195,200 *	195,200 *

* 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 2025 Locality Pay Area Definitions page:

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Salary Table 2025-HOU
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 35.00%
For the Locality Pay Area of Houston-The Woodlands, TX
Total Increase: 1.91%
Effective January 2025

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 30,186	\$ 31,199	\$ 32,202	\$ 33,202	\$ 34,204	\$ 34,790	\$ 35,783	\$ 36,783	\$ 36,824	\$ 37,760
2	33,942	34,749	35,874	36,824	37,237	38,332	39,427	40,522	41,616	42,711
3	37,036	38,270	39,504	40,738	41,972	43,205	44,439	45,673	46,907	48,141
4	41,573	42,960	44,346	45,733	47,119	48,506	49,892	51,278	52,665	54,051
5	46,513	48,063	49,613	51,162	52,712	54,262	55,812	57,362	58,911	60,461
6	51,849	53,577	55,305	57,033	58,761	60,489	62,217	63,945	65,673	67,401
7	57,617	59,538	61,459	63,380	65,301	67,222	69,143	71,064	72,985	74,906
8	63,808	65,935	68,063	70,191	72,318	74,446	76,573	78,701	80,829	82,956
9	70,477	72,826	75,175	77,524	79,873	82,222	84,571	86,920	89,269	91,618
10	77,610	80,197	82,783	85,370	87,957	90,543	93,130	95,716	98,303	100,890
11	85,270	88,112	90,954	93,795	96,637	99,479	102,321	105,162	108,004	110,846
12	102,203	105,611	109,018	112,425	115,833	119,240	122,648	126,055	129,462	132,870
13	121,534	125,585	129,636	133,688	137,739	141,791	145,842	149,893	153,945	157,996
14	143,616	148,403	153,190	157,977	162,764	167,551	172,338	177,125	181,913	186,700
15	168,930	174,560	180,191	185,822	191,453	195,200 *	195,200 *	195,200 *	195,200 *	195,200 *

* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>

Salary Table 2025-PHL
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 28.99%
For the Locality Pay Area of Philadelphia-Reading-Camden, PA-NJ-DE-MD
Total Increase: 2.05%
Effective January 2025

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 28,842	\$ 29,810	\$ 30,768	\$ 31,724	\$ 32,681	\$ 33,241	\$ 34,190	\$ 35,146	\$ 35,185	\$ 36,079
2	32,431	33,202	34,277	35,185	35,579	36,625	37,672	38,718	39,764	40,810
3	35,387	36,566	37,745	38,924	40,103	41,282	42,461	43,640	44,819	45,998
4	39,722	41,047	42,372	43,697	45,021	46,346	47,671	48,996	50,320	51,645
5	44,442	45,923	47,404	48,885	50,365	51,846	53,327	54,808	56,289	57,769
6	49,541	51,192	52,843	54,494	56,145	57,797	59,448	61,099	62,750	64,401
7	55,052	56,887	58,723	60,558	62,394	64,229	66,065	67,900	69,736	71,571
8	60,967	63,000	65,033	67,066	69,099	71,132	73,164	75,197	77,230	79,263
9	67,339	69,584	71,828	74,073	76,317	78,561	80,806	83,050	85,295	87,539
10	74,155	76,627	79,098	81,569	84,041	86,512	88,984	91,455	93,927	96,398
11	81,474	84,189	86,904	89,620	92,335	95,050	97,765	100,481	103,196	105,911
12	97,653	100,909	104,165	107,420	110,676	113,932	117,187	120,443	123,699	126,955
13	116,123	119,994	123,865	127,736	131,607	135,478	139,349	143,220	147,091	150,962
14	137,222	141,796	146,370	150,944	155,518	160,092	164,666	169,240	173,814	178,388
15	161,409	166,789	172,169	177,550	182,930	188,310	193,690	195,200 *	195,200 *	195,200 *

* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>

Salary Table 2025-LA
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 36.47%
For the Locality Pay Area of Los Angeles-Long Beach, CA
Total Increase: 2.17%
Effective January 2025

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 30,515	\$ 31,538	\$ 32,552	\$ 33,563	\$ 34,576	\$ 35,168	\$ 36,173	\$ 37,184	\$ 37,225	\$ 38,171
2	34,311	35,127	36,264	37,225	37,643	38,749	39,856	40,963	42,070	43,176
3	37,439	38,687	39,934	41,181	42,429	43,676	44,923	46,171	47,418	48,665
4	42,026	43,427	44,829	46,231	47,632	49,034	50,435	51,837	53,238	54,640
5	47,019	48,586	50,153	51,719	53,286	54,853	56,419	57,986	59,553	61,119
6	52,414	54,161	55,908	57,654	59,401	61,148	62,895	64,642	66,389	68,135
7	58,244	60,186	62,128	64,070	66,012	67,954	69,896	71,838	73,780	75,722
8	64,503	66,653	68,804	70,955	73,106	75,256	77,407	79,558	81,709	83,859
9	71,244	73,619	75,993	78,368	80,742	83,117	85,492	87,866	90,241	92,615
10	78,455	81,070	83,685	86,300	88,914	91,529	94,144	96,759	99,373	101,988
11	86,199	89,071	91,944	94,817	97,689	100,562	103,435	106,307	109,180	112,053
12	103,316	106,760	110,205	113,649	117,094	120,538	123,983	127,427	130,872	134,317
13	122,857	126,953	131,048	135,144	139,239	143,334	147,430	151,525	155,621	159,716
14	145,180	150,019	154,858	159,697	164,536	169,376	174,215	179,054	183,893	188,733
15	170,769	176,461	182,153	187,845	193,538	195,200 *	195,200 *	195,200 *	195,200 *	195,200 *

* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>

Salary Table 2025-VB
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.80%
For the Locality Pay Area of Virginia Beach-Norfolk, VA-NC
Total Increase: 1.99%
Effective January 2025

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,564	\$ 27,455	\$ 28,337	\$ 29,218	\$ 30,099	\$ 30,615	\$ 31,489	\$ 32,369	\$ 32,405	\$ 33,228
2	29,869	30,579	31,569	32,405	32,769	33,732	34,696	35,659	36,622	37,586
3	32,592	33,677	34,763	35,849	36,935	38,021	39,107	40,192	41,278	42,364
4	36,584	37,805	39,025	40,245	41,465	42,685	43,905	45,125	46,345	47,565
5	40,931	42,295	43,659	45,023	46,387	47,750	49,114	50,478	51,842	53,206
6	45,628	47,148	48,669	50,189	51,710	53,231	54,751	56,272	57,793	59,313
7	50,703	52,393	54,084	55,774	57,465	59,155	60,846	62,536	64,227	65,917
8	56,151	58,023	59,895	61,768	63,640	65,512	67,385	69,257	71,129	73,001
9	62,020	64,087	66,154	68,221	70,288	72,355	74,422	76,489	78,557	80,624
10	68,297	70,573	72,849	75,126	77,402	79,678	81,954	84,230	86,507	88,783
11	75,038	77,538	80,039	82,540	85,041	87,541	90,042	92,543	95,044	97,544
12	89,939	92,937	95,936	98,934	101,933	104,931	107,930	110,928	113,927	116,925
13	106,950	110,515	114,080	117,645	121,210	124,776	128,341	131,906	135,471	139,036
14	126,382	130,594	134,807	139,020	143,232	147,445	151,658	155,870	160,083	164,296
15	148,658	153,613	158,568	163,523	168,479	173,434	178,389	183,344	188,299	193,254

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:

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Salary Table 2025-DCB
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 33.94%
For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA
Total Increase: 2.22%
Effective January 2025

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 29,949	\$ 30,954	\$ 31,949	\$ 32,941	\$ 33,935	\$ 34,516	\$ 35,502	\$ 36,495	\$ 36,535	\$ 37,463
2	33,675	34,476	35,592	36,535	36,945	38,031	39,117	40,203	41,290	42,376
3	36,745	37,969	39,194	40,418	41,642	42,866	44,090	45,315	46,539	47,763
4	41,247	42,622	43,998	45,374	46,749	48,125	49,500	50,876	52,251	53,627
5	46,148	47,685	49,223	50,761	52,298	53,836	55,373	56,911	58,449	59,986
6	51,442	53,157	54,871	56,586	58,300	60,014	61,729	63,443	65,158	66,872
7	57,164	59,070	60,976	62,882	64,788	66,694	68,600	70,506	72,412	74,318
8	63,307	65,418	67,529	69,639	71,750	73,861	75,972	78,083	80,194	82,305
9	69,923	72,254	74,584	76,915	79,246	81,576	83,907	86,237	88,568	90,898
10	77,001	79,567	82,133	84,700	87,266	89,832	92,399	94,965	97,531	100,097
11	84,601	87,420	90,239	93,059	95,878	98,698	101,517	104,337	107,156	109,975
12	101,401	104,781	108,162	111,543	114,923	118,304	121,684	125,065	128,446	131,826
13	120,579	124,599	128,619	132,638	136,658	140,677	144,697	148,716	152,736	156,755
14	142,488	147,238	151,987	156,737	161,486	166,236	170,985	175,735	180,484	185,234
15	167,603	173,190	178,776	184,363	189,950	195,200 *	195,200 *	195,200 *	195,200 *	195,200 *

* 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 2025 Locality Pay Area Definitions page:

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