

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/>