

**Salary Table 2025-HAR**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 32.08%**  
**For the Locality Pay Area of Hartford-East Hartford, CT-MA**  
**Total Increase: 2.06%**  
**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   | \$ 14.15 | \$ 14.63 | \$ 15.10 | \$ 15.56 | \$ 16.03 | \$ 16.31 | \$ 16.77 | \$ 17.24 | \$ 17.26 | \$ 17.70 |
|       | O   | 21.23    | 21.95    | 22.65    | 23.34    | 24.05    | 24.47    | 25.16    | 25.86    | 25.89    | 26.55    |
| 2     | B   | 15.91    | 16.29    | 16.82    | 17.26    | 17.46    | 17.97    | 18.48    | 19.00    | 19.51    | 20.02    |
|       | O   | 23.87    | 24.44    | 25.23    | 25.89    | 26.19    | 26.96    | 27.72    | 28.50    | 29.27    | 30.03    |
| 3     | B   | 17.36    | 17.94    | 18.52    | 19.10    | 19.68    | 20.25    | 20.83    | 21.41    | 21.99    | 22.57    |
|       | O   | 26.04    | 26.91    | 27.78    | 28.65    | 29.52    | 30.38    | 31.25    | 32.12    | 32.99    | 33.86    |
| 4     | B   | 19.49    | 20.14    | 20.79    | 21.44    | 22.09    | 22.74    | 23.39    | 24.04    | 24.69    | 25.34    |
|       | O   | 29.24    | 30.21    | 31.19    | 32.16    | 33.14    | 34.11    | 35.09    | 36.06    | 37.04    | 38.01    |
| 5     | B   | 21.80    | 22.53    | 23.26    | 23.98    | 24.71    | 25.44    | 26.16    | 26.89    | 27.62    | 28.34    |
|       | O   | 32.70    | 33.80    | 34.89    | 35.97    | 37.07    | 38.16    | 39.24    | 40.34    | 41.43    | 42.51    |
| 6     | B   | 24.31    | 25.12    | 25.93    | 26.74    | 27.55    | 28.36    | 29.17    | 29.98    | 30.79    | 31.60    |
|       | O   | 36.47    | 37.68    | 38.90    | 40.11    | 41.33    | 42.54    | 43.76    | 44.97    | 46.19    | 47.40    |
| 7     | B   | 27.01    | 27.91    | 28.81    | 29.71    | 30.61    | 31.51    | 32.41    | 33.31    | 34.21    | 35.12    |
|       | O   | 40.52    | 41.87    | 43.22    | 44.57    | 45.92    | 47.27    | 48.62    | 49.97    | 51.32    | 52.68    |
| 8     | B   | 29.91    | 30.91    | 31.91    | 32.90    | 33.90    | 34.90    | 35.90    | 36.89    | 37.89    | 38.89    |
|       | O   | 44.87    | 46.37    | 47.87    | 49.35    | 50.85    | 52.35    | 53.85    | 54.57    | 54.57    | 54.57    |
| 9     | B   | 33.04    | 34.14    | 35.24    | 36.34    | 37.44    | 38.54    | 39.65    | 40.75    | 41.85    | 42.95    |
|       | O   | 49.56    | 51.21    | 52.86    | 54.51    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    |
| 10    | B   | 36.38    | 37.60    | 38.81    | 40.02    | 41.23    | 42.45    | 43.66    | 44.87    | 46.08    | 47.30    |
|       | O   | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    |
| 11    | B   | 39.97    | 41.31    | 42.64    | 43.97    | 45.30    | 46.63    | 47.97    | 49.30    | 50.63    | 51.96    |
|       | O   | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    |
| 12    | B   | 47.91    | 49.51    | 51.11    | 52.70    | 54.30    | 55.90    | 57.50    | 59.09    | 60.69    | 62.29    |
|       | O   | 54.57    | 54.57    | 54.57    | 54.57    | 54.57    | 55.90    | 57.50    | 59.09    | 60.69    | 62.29    |
| 13    | B   | 56.97    | 58.87    | 60.77    | 62.67    | 64.57    | 66.47    | 68.37    | 70.27    | 72.17    | 74.07    |
|       | O   | 56.97    | 58.87    | 60.77    | 62.67    | 64.57    | 66.47    | 68.37    | 70.27    | 72.17    | 74.07    |
| 14    | B   | 67.33    | 69.57    | 71.81    | 74.06    | 76.30    | 78.55    | 80.79    | 83.03    | 85.28    | 87.52    |
|       | O   | 67.33    | 69.57    | 71.81    | 74.06    | 76.30    | 78.55    | 80.79    | 83.03    | 85.28    | 87.52    |
| 15    | B   | 79.19    | 81.83    | 84.47    | 87.11    | 89.75    | 92.39    | 93.53    | 93.53    | 93.53    | 93.53    |
|       | O   | 79.19    | 81.83    | 84.47    | 87.11    | 89.75    | 92.39    | 93.53    | 93.53    | 93.53    | 93.53    |

\* 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/>