Salary Table 2025-AL

Incorporating the 1.7% General Schedule Increase and a Locality Payment of 20.77%

For the Locality Pay Area of Albany-Schenectady, NY-MA

Total Increase: 2.14%

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	$ 12.94	$ 13.37	$ 13.80	$ 14.23	$ 14.66	$ 14.91	$ 15.34	$ 15.77	$ 15.78	$ 16.19
	O	*19.41*	*20.06*	*20.70*	*21.35*	*21.99*	*22.37*	*23.01*	*23.66*	*23.67*	*24.29*
2	B	14.55	14.90	15.38	15.78	15.96	16.43	16.90	17.37	17.84	18.31
	O	*21.83*	*22.35*	*23.07*	*23.67*	*23.94*	*24.65*	*25.35*	*26.06*	*26.76*	*27.47*
3	B	15.88	16.40	16.93	17.46	17.99	18.52	19.05	19.58	20.11	20.64
	O	*23.82*	*24.60*	*25.40*	*26.19*	*26.99*	*27.78*	*28.58*	*29.37*	*30.17*	*30.96*
4	B	17.82	18.41	19.01	19.60	20.20	20.79	21.39	21.98	22.57	23.17
	O	*26.73*	*27.62*	*28.52*	*29.40*	*30.30*	*31.19*	*32.09*	*32.97*	*33.86*	*34.76*
5	B	19.94	20.60	21.27	21.93	22.60	23.26	23.92	24.59	25.25	25.92
	O	*29.91*	*30.90*	*31.91*	*32.90*	*33.90*	*34.89*	*35.88*	*36.89*	*37.88*	*38.88*
6	B	22.23	22.97	23.71	24.45	25.19	25.93	26.67	27.41	28.15	28.89
	O	*33.35*	*34.46*	*35.57*	*36.68*	*37.79*	*38.90*	*40.01*	*41.12*	*42.23*	*43.34*
7	B	24.70	25.52	26.34	27.17	27.99	28.81	29.64	30.46	31.29	32.11
	O	*37.05*	*38.28*	*39.51*	*40.76*	*41.99*	*43.22*	*44.46*	*45.69*	*46.94*	*48.17*
8	B	27.35	28.26	29.18	30.09	31.00	31.91	32.82	33.74	34.65	35.56
	O	*41.03*	*42.39*	*43.77*	*45.14*	*46.50*	*47.87*	*49.23*	*49.91*	*49.91*	*49.91*
9	B	30.21	31.22	32.22	33.23	34.24	35.24	36.25	37.26	38.26	39.27
	O	*45.32*	*46.83*	*48.33*	*49.85*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*
10	B	33.27	34.38	35.48	36.59	37.70	38.81	39.92	41.03	42.14	43.25
	O	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*
11	B	36.55	37.77	38.99	40.21	41.42	42.64	43.86	45.08	46.30	47.51
	O	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*
12	B	43.81	45.27	46.73	48.19	49.65	51.11	52.57	54.03	55.49	56.95
	O	*49.91*	*49.91*	*49.91*	*49.91*	*49.91*	*51.11*	*52.57*	*54.03*	*55.49*	*56.95*
13	B	52.10	53.83	55.57	57.31	59.04	60.78	62.52	64.25	65.99	67.72
	O	*52.10*	*53.83*	*55.57*	*57.31*	*59.04*	*60.78*	*62.52*	*64.25*	*65.99*	*67.72*
14	B	61.56	63.61	65.67	67.72	69.77	71.82	73.87	75.92	77.98	80.03
	O	*61.56*	*63.61*	*65.67*	*67.72*	*69.77*	*71.82*	*73.87*	*75.92*	*77.98*	*80.03*
15	B	72.41	74.83	77.24	79.65	82.07	84.48	86.89	89.31	91.72	93.53
	O	*72.41*	*74.83*	*77.24*	*79.65*	*82.07*	*84.48*	*86.89*	*89.31*	*91.72*	*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/