

**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/>