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

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	$ 14.35	$ 14.83	$ 15.31	$ 15.78	$ 16.26	$ 16.54	$ 17.01	$ 17.49	$ 17.51	$ 17.95
	O	*21.53*	*22.25*	*22.97*	*23.67*	*24.39*	*24.81*	*25.52*	*26.24*	*26.27*	*26.93*
2	B	16.14	16.52	17.05	17.51	17.70	18.22	18.74	19.26	19.78	20.30
	O	*24.21*	*24.78*	*25.58*	*26.27*	*26.55*	*27.33*	*28.11*	*28.89*	*29.67*	*30.45*
3	B	17.61	18.19	18.78	19.37	19.95	20.54	21.13	21.71	22.30	22.89
	O	*26.42*	*27.29*	*28.17*	*29.06*	*29.93*	*30.81*	*31.70*	*32.57*	*33.45*	*34.34*
4	B	19.76	20.42	21.08	21.74	22.40	23.06	23.72	24.38	25.04	25.70
	O	*29.64*	*30.63*	*31.62*	*32.61*	*33.60*	*34.59*	*35.58*	*36.57*	*37.56*	*38.55*
5	B	22.11	22.85	23.59	24.32	25.06	25.80	26.53	27.27	28.01	28.74
	O	*33.17*	*34.28*	*35.39*	*36.48*	*37.59*	*38.70*	*39.80*	*40.91*	*42.02*	*43.11*
6	B	24.65	25.47	26.29	27.11	27.93	28.76	29.58	30.40	31.22	32.04
	O	*36.98*	*38.21*	*39.44*	*40.67*	*41.90*	*43.14*	*44.37*	*45.60*	*46.83*	*48.06*
7	B	27.39	28.30	29.22	30.13	31.04	31.96	32.87	33.78	34.70	35.61
	O	*41.09*	*42.45*	*43.83*	*45.20*	*46.56*	*47.94*	*49.31*	*50.67*	*52.05*	*53.42*
8	B	30.33	31.35	32.36	33.37	34.38	35.39	36.40	37.41	38.43	39.44
	O	*45.50*	*47.03*	*48.54*	*50.06*	*51.57*	*53.09*	*54.60*	*55.35*	*55.35*	*55.35*
9	B	33.50	34.62	35.74	36.85	37.97	39.09	40.20	41.32	42.44	43.55
	O	*50.25*	*51.93*	*53.61*	*55.28*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*
10	B	36.90	38.13	39.35	40.58	41.81	43.04	44.27	45.50	46.73	47.96
	O	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*
11	B	40.54	41.89	43.24	44.59	45.94	47.29	48.64	49.99	51.34	52.70
	O	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*
12	B	48.59	50.21	51.83	53.45	55.07	56.69	58.31	59.93	61.55	63.17
	O	*55.35*	*55.35*	*55.35*	*55.35*	*55.35*	*56.69*	*58.31*	*59.93*	*61.55*	*63.17*
13	B	57.78	59.70	61.63	63.55	65.48	67.41	69.33	71.26	73.18	75.11
	O	*57.78*	*59.70*	*61.63*	*63.55*	*65.48*	*67.41*	*69.33*	*71.26*	*73.18*	*75.11*
14	B	68.27	70.55	72.83	75.10	77.38	79.65	81.93	84.20	86.48	88.76
	O	*68.27*	*70.55*	*72.83*	*75.10*	*77.38*	*79.65*	*81.93*	*84.20*	*86.48*	*88.76*
15	B	80.31	82.99	85.66	88.34	91.02	93.53	93.53	93.53	93.53	93.53
	O	*80.31*	*82.99*	*85.66*	*88.34*	*91.02*	*93.53*	*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/