

Salary Table 2025-PX
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.45%
For the Locality Pay Area of Phoenix-Mesa, AZ
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	\$ 13.12	\$ 13.56	\$ 14.00	\$ 14.43	\$ 14.87	\$ 15.12	\$ 15.55	\$ 15.99	\$ 16.00	\$ 16.41
	O	19.68	20.34	21.00	21.65	22.31	22.68	23.33	23.99	24.00	24.62
2	B	14.75	15.10	15.59	16.00	16.18	16.66	17.14	17.61	18.09	18.56
	O	22.13	22.65	23.39	24.00	24.27	24.99	25.71	26.42	27.14	27.84
3	B	16.10	16.63	17.17	17.71	18.24	18.78	19.31	19.85	20.39	20.92
	O	24.15	24.95	25.76	26.57	27.36	28.17	28.97	29.78	30.59	31.38
4	B	18.07	18.67	19.27	19.88	20.48	21.08	21.68	22.29	22.89	23.49
	O	27.11	28.01	28.91	29.82	30.72	31.62	32.52	33.44	34.34	35.24
5	B	20.22	20.89	21.56	22.24	22.91	23.58	24.26	24.93	25.60	26.28
	O	30.33	31.34	32.34	33.36	34.37	35.37	36.39	37.40	38.40	39.42
6	B	22.53	23.29	24.04	24.79	25.54	26.29	27.04	27.79	28.54	29.29
	O	33.80	34.94	36.06	37.19	38.31	39.44	40.56	41.69	42.81	43.94
7	B	25.04	25.88	26.71	27.55	28.38	29.22	30.05	30.89	31.72	32.56
	O	37.56	38.82	40.07	41.33	42.57	43.83	45.08	46.34	47.58	48.84
8	B	27.73	28.66	29.58	30.51	31.43	32.36	33.28	34.20	35.13	36.05
	O	41.60	42.99	44.37	45.77	47.15	48.54	49.92	50.60	50.60	50.60
9	B	30.63	31.65	32.67	33.69	34.71	35.73	36.76	37.78	38.80	39.82
	O	45.95	47.48	49.01	50.54	50.60	50.60	50.60	50.60	50.60	50.60
10	B	33.73	34.85	35.98	37.10	38.23	39.35	40.48	41.60	42.72	43.85
	O	50.60	50.60	50.60	50.60	50.60	50.60	50.60	50.60	50.60	50.60
11	B	37.06	38.29	39.53	40.76	42.00	43.23	44.47	45.70	46.94	48.17
	O	50.60	50.60	50.60	50.60	50.60	50.60	50.60	50.60	50.60	50.60
12	B	44.42	45.90	47.38	48.86	50.34	51.82	53.30	54.78	56.27	57.75
	O	50.60	50.60	50.60	50.60	50.60	51.82	53.30	54.78	56.27	57.75
13	B	52.82	54.58	56.34	58.10	59.86	61.62	63.38	65.15	66.91	68.67
	O	52.82	54.58	56.34	58.10	59.86	61.62	63.38	65.15	66.91	68.67
14	B	62.42	64.50	66.58	68.66	70.74	72.82	74.90	76.98	79.06	81.14
	O	62.42	64.50	66.58	68.66	70.74	72.82	74.90	76.98	79.06	81.14
15	B	73.42	75.87	78.31	80.76	83.21	85.66	88.10	90.55	93.00	93.53
	O	73.42	75.87	78.31	80.76	83.21	85.66	88.10	90.55	93.00	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/>