

**Salary Table 2025-AQ**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.33%**  
**For the Locality Pay Area of Albuquerque-Santa Fe-Las Vegas, NM**  
**Total Increase: 1.94%**  
**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	\$ 12.68	\$ 13.10	\$ 13.52	\$ 13.94	\$ 14.37	\$ 14.61	\$ 15.03	\$ 15.45	\$ 15.47	\$ 15.86
	O	19.02	19.65	20.28	20.91	21.56	21.92	22.55	23.18	23.21	23.79
2	B	14.26	14.59	15.07	15.47	15.64	16.10	16.56	17.02	17.48	17.94
	O	21.39	21.89	22.61	23.21	23.46	24.15	24.84	25.53	26.22	26.91
3	B	15.55	16.07	16.59	17.11	17.63	18.15	18.66	19.18	19.70	20.22
	O	23.33	24.11	24.89	25.67	26.45	27.23	27.99	28.77	29.55	30.33
4	B	17.46	18.04	18.62	19.21	19.79	20.37	20.95	21.54	22.12	22.70
	O	26.19	27.06	27.93	28.82	29.69	30.56	31.43	32.31	33.18	34.05
5	B	19.53	20.19	20.84	21.49	22.14	22.79	23.44	24.09	24.74	25.39
	O	29.30	30.29	31.26	32.24	33.21	34.19	35.16	36.14	37.11	38.09
6	B	21.78	22.50	23.23	23.95	24.68	25.40	26.13	26.86	27.58	28.31
	O	32.67	33.75	34.85	35.93	37.02	38.10	39.20	40.29	41.37	42.47
7	B	24.20	25.01	25.81	26.62	27.43	28.23	29.04	29.85	30.65	31.46
	O	36.30	37.52	38.72	39.93	41.15	42.35	43.56	44.78	45.98	47.19
8	B	26.80	27.69	28.59	29.48	30.37	31.27	32.16	33.05	33.95	34.84
	O	40.20	41.54	42.89	44.22	45.56	46.91	48.24	48.90	48.90	48.90
9	B	29.60	30.59	31.57	32.56	33.55	34.53	35.52	36.51	37.49	38.48
	O	44.40	45.89	47.36	48.84	48.90	48.90	48.90	48.90	48.90	48.90
10	B	32.60	33.68	34.77	35.85	36.94	38.03	39.11	40.20	41.29	42.37
	O	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90
11	B	35.81	37.01	38.20	39.39	40.59	41.78	42.97	44.17	45.36	46.55
	O	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90
12	B	42.92	44.36	45.79	47.22	48.65	50.08	51.51	52.94	54.37	55.80
	O	48.90	48.90	48.90	48.90	48.90	50.08	51.51	52.94	54.37	55.80
13	B	51.04	52.74	54.45	56.15	57.85	59.55	61.25	62.95	64.66	66.36
	O	51.04	52.74	54.45	56.15	57.85	59.55	61.25	62.95	64.66	66.36
14	B	60.32	62.33	64.34	66.35	68.36	70.37	72.38	74.39	76.40	78.41
	O	60.32	62.33	64.34	66.35	68.36	70.37	72.38	74.39	76.40	78.41
15	B	70.95	73.31	75.68	78.04	80.41	82.77	85.14	87.50	89.87	92.23
	O	70.95	73.31	75.68	78.04	80.41	82.77	85.14	87.50	89.87	92.23

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/>