

**Salary Table 2025-BOS**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 32.58%**  
**For the Locality Pay Area of Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT**  
**Total Increase: 2.17%**  
**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	\$ 14.20	\$ 14.68	\$ 15.15	\$ 15.62	\$ 16.09	\$ 16.37	\$ 16.84	\$ 17.31	\$ 17.33	\$ 17.77
	O	21.30	22.02	22.73	23.43	24.14	24.56	25.26	25.97	26.00	26.66
2	B	15.97	16.35	16.88	17.33	17.52	18.04	18.55	19.07	19.58	20.10
	O	23.96	24.53	25.32	26.00	26.28	27.06	27.83	28.61	29.37	30.15
3	B	17.43	18.01	18.59	19.17	19.75	20.33	20.91	21.49	22.07	22.65
	O	26.15	27.02	27.89	28.76	29.63	30.50	31.37	32.24	33.11	33.98
4	B	19.56	20.22	20.87	21.52	22.17	22.83	23.48	24.13	24.78	25.43
	O	29.34	30.33	31.31	32.28	33.26	34.25	35.22	36.20	37.17	38.15
5	B	21.89	22.62	23.35	24.08	24.80	25.53	26.26	26.99	27.72	28.45
	O	32.84	33.93	35.03	36.12	37.20	38.30	39.39	40.49	41.58	42.68
6	B	24.40	25.21	26.02	26.84	27.65	28.46	29.28	30.09	30.90	31.72
	O	36.60	37.82	39.03	40.26	41.48	42.69	43.92	45.14	46.35	47.58
7	B	27.11	28.02	28.92	29.82	30.73	31.63	32.54	33.44	34.34	35.25
	O	40.67	42.03	43.38	44.73	46.10	47.45	48.81	50.16	51.51	52.88
8	B	30.03	31.03	32.03	33.03	34.03	35.03	36.03	37.03	38.04	39.04
	O	45.05	46.55	48.05	49.55	51.05	52.55	54.05	54.78	54.78	54.78
9	B	33.16	34.27	35.37	36.48	37.59	38.69	39.80	40.90	42.01	43.11
	O	49.74	51.41	53.06	54.72	54.78	54.78	54.78	54.78	54.78	54.78
10	B	36.52	37.74	38.95	40.17	41.39	42.61	43.82	45.04	46.26	47.48
	O	54.78	54.78	54.78	54.78	54.78	54.78	54.78	54.78	54.78	54.78
11	B	40.13	41.46	42.80	44.14	45.47	46.81	48.15	49.49	50.82	52.16
	O	54.78	54.78	54.78	54.78	54.78	54.78	54.78	54.78	54.78	54.78
12	B	48.09	49.70	51.30	52.90	54.51	56.11	57.71	59.32	60.92	62.52
	O	54.78	54.78	54.78	54.78	54.78	56.11	57.71	59.32	60.92	62.52
13	B	57.19	59.10	61.00	62.91	64.82	66.72	68.63	70.53	72.44	74.35
	O	57.19	59.10	61.00	62.91	64.82	66.72	68.63	70.53	72.44	74.35
14	B	67.58	69.83	72.09	74.34	76.59	78.84	81.10	83.35	85.60	87.85
	O	67.58	69.83	72.09	74.34	76.59	78.84	81.10	83.35	85.60	87.85
15	B	79.49	82.14	84.79	87.44	90.09	92.74	93.53	93.53	93.53	93.53
	O	79.49	82.14	84.79	87.44	90.09	92.74	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/>