

**Salary Table 2025-CHI**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 30.86%**  
**For the Locality Pay Area of Chicago-Naperville, IL-IN-WI**  
**Total Increase: 2.05%**  
**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	\$ 14.02	\$ 14.49	\$ 14.96	\$ 15.42	\$ 15.89	\$ 16.16	\$ 16.62	\$ 17.08	\$ 17.10	\$ 17.54
	O	21.03	21.74	22.44	23.13	23.84	24.24	24.93	25.62	25.65	26.31
2	B	15.76	16.14	16.66	17.10	17.30	17.80	18.31	18.82	19.33	19.84
	O	23.64	24.21	24.99	25.65	25.95	26.70	27.47	28.23	29.00	29.76
3	B	17.20	17.77	18.35	18.92	19.49	20.07	20.64	21.21	21.79	22.36
	O	25.80	26.66	27.53	28.38	29.24	30.11	30.96	31.82	32.69	33.54
4	B	19.31	19.95	20.60	21.24	21.89	22.53	23.17	23.82	24.46	25.10
	O	28.97	29.93	30.90	31.86	32.84	33.80	34.76	35.73	36.69	37.65
5	B	21.60	22.32	23.04	23.76	24.48	25.20	25.92	26.64	27.36	28.08
	O	32.40	33.48	34.56	35.64	36.72	37.80	38.88	39.96	41.04	42.12
6	B	24.08	24.88	25.69	26.49	27.29	28.09	28.90	29.70	30.50	31.31
	O	36.12	37.32	38.54	39.74	40.94	42.14	43.35	44.55	45.75	46.97
7	B	26.76	27.65	28.55	29.44	30.33	31.22	32.11	33.01	33.90	34.79
	O	40.14	41.48	42.83	44.16	45.50	46.83	48.17	49.52	50.85	52.19
8	B	29.64	30.62	31.61	32.60	33.59	34.58	35.57	36.55	37.54	38.53
	O	44.46	45.93	47.42	48.90	50.39	51.87	53.36	54.08	54.08	54.08
9	B	32.73	33.82	34.92	36.01	37.10	38.19	39.28	40.37	41.46	42.55
	O	49.10	50.73	52.38	54.02	54.08	54.08	54.08	54.08	54.08	54.08
10	B	36.05	37.25	38.45	39.65	40.85	42.05	43.26	44.46	45.66	46.86
	O	54.08	54.08	54.08	54.08	54.08	54.08	54.08	54.08	54.08	54.08
11	B	39.60	40.92	42.24	43.56	44.88	46.20	47.52	48.84	50.16	51.48
	O	54.08	54.08	54.08	54.08	54.08	54.08	54.08	54.08	54.08	54.08
12	B	47.47	49.05	50.63	52.22	53.80	55.38	56.97	58.55	60.13	61.71
	O	54.08	54.08	54.08	54.08	54.08	55.38	56.97	58.55	60.13	61.71
13	B	56.45	58.33	60.21	62.09	63.97	65.86	67.74	69.62	71.50	73.38
	O	56.45	58.33	60.21	62.09	63.97	65.86	67.74	69.62	71.50	73.38
14	B	66.70	68.93	71.15	73.37	75.60	77.82	80.04	82.27	84.49	86.71
	O	66.70	68.93	71.15	73.37	75.60	77.82	80.04	82.27	84.49	86.71
15	B	78.46	81.08	83.69	86.31	88.92	91.54	93.53	93.53	93.53	93.53
	O	78.46	81.08	83.69	86.31	88.92	91.54	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/>