

Salary Table 2025-COL
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.15%
For the Locality Pay Area of Columbus-Marion-Zanesville, OH
Total Increase: 1.99%
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	\$ 13.09	\$ 13.53	\$ 13.96	\$ 14.39	\$ 14.83	\$ 15.08	\$ 15.51	\$ 15.95	\$ 15.97	\$ 16.37
	O	19.64	20.30	20.94	21.59	22.25	22.62	23.27	23.93	23.96	24.56
2	B	14.72	15.07	15.55	15.97	16.14	16.62	17.09	17.57	18.04	18.52
	O	22.08	22.61	23.33	23.96	24.21	24.93	25.64	26.36	27.06	27.78
3	B	16.06	16.59	17.13	17.66	18.20	18.73	19.27	19.80	20.34	20.87
	O	24.09	24.89	25.70	26.49	27.30	28.10	28.91	29.70	30.51	31.31
4	B	18.02	18.63	19.23	19.83	20.43	21.03	21.63	22.23	22.83	23.43
	O	27.03	27.95	28.85	29.75	30.65	31.55	32.45	33.35	34.25	35.15
5	B	20.17	20.84	21.51	22.18	22.85	23.53	24.20	24.87	25.54	26.21
	O	30.26	31.26	32.27	33.27	34.28	35.30	36.30	37.31	38.31	39.32
6	B	22.48	23.23	23.98	24.73	25.48	26.23	26.97	27.72	28.47	29.22
	O	33.72	34.85	35.97	37.10	38.22	39.35	40.46	41.58	42.71	43.83
7	B	24.98	25.81	26.65	27.48	28.31	29.14	29.98	30.81	31.64	32.48
	O	37.47	38.72	39.98	41.22	42.47	43.71	44.97	46.22	47.46	48.72
8	B	27.66	28.59	29.51	30.43	31.35	32.28	33.20	34.12	35.04	35.97
	O	41.49	42.89	44.27	45.65	47.03	48.42	49.80	50.48	50.48	50.48
9	B	30.55	31.57	32.59	33.61	34.63	35.65	36.67	37.68	38.70	39.72
	O	45.83	47.36	48.89	50.42	50.48	50.48	50.48	50.48	50.48	50.48
10	B	33.65	34.77	35.89	37.01	38.13	39.25	40.38	41.50	42.62	43.74
	O	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48
11	B	36.97	38.20	39.43	40.66	41.90	43.13	44.36	45.59	46.83	48.06
	O	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48	50.48
12	B	44.31	45.79	47.26	48.74	50.22	51.70	53.17	54.65	56.13	57.61
	O	50.48	50.48	50.48	50.48	50.48	51.70	53.17	54.65	56.13	57.61
13	B	52.69	54.45	56.20	57.96	59.72	61.47	63.23	64.99	66.74	68.50
	O	52.69	54.45	56.20	57.96	59.72	61.47	63.23	64.99	66.74	68.50
14	B	62.26	64.34	66.41	68.49	70.57	72.64	74.72	76.79	78.87	80.94
	O	62.26	64.34	66.41	68.49	70.57	72.64	74.72	76.79	78.87	80.94
15	B	73.24	75.68	78.12	80.56	83.00	85.45	87.89	90.33	92.77	93.53
	O	73.24	75.68	78.12	80.56	83.00	85.45	87.89	90.33	92.77	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/>