

**Salary Table 2025-RA**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.24%**  
**For the Locality Pay Area of Raleigh-Durham-Cary, NC**  
**Total Increase: 1.98%**  
**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	\$ 13.10	\$ 13.54	\$ 13.97	\$ 14.41	\$ 14.84	\$ 15.09	\$ 15.53	\$ 15.96	\$ 15.98	\$ 16.38
	O	19.65	20.31	20.96	21.62	22.26	22.64	23.30	23.94	23.97	24.57
2	B	14.73	15.08	15.56	15.98	16.16	16.63	17.11	17.58	18.06	18.53
	O	22.10	22.62	23.34	23.97	24.24	24.95	25.67	26.37	27.09	27.80
3	B	16.07	16.60	17.14	17.67	18.21	18.75	19.28	19.82	20.35	20.89
	O	24.11	24.90	25.71	26.51	27.32	28.13	28.92	29.73	30.53	31.34
4	B	18.04	18.64	19.24	19.84	20.44	21.05	21.65	22.25	22.85	23.45
	O	27.06	27.96	28.86	29.76	30.66	31.58	32.48	33.38	34.28	35.18
5	B	20.18	20.85	21.53	22.20	22.87	23.54	24.21	24.89	25.56	26.23
	O	30.27	31.28	32.30	33.30	34.31	35.31	36.32	37.34	38.34	39.35
6	B	22.50	23.25	24.00	24.75	25.49	26.24	26.99	27.74	28.49	29.24
	O	33.75	34.88	36.00	37.13	38.24	39.36	40.49	41.61	42.74	43.86
7	B	25.00	25.83	26.67	27.50	28.33	29.17	30.00	30.83	31.67	32.50
	O	37.50	38.75	40.01	41.25	42.50	43.76	45.00	46.25	47.51	48.75
8	B	27.68	28.61	29.53	30.45	31.38	32.30	33.22	34.15	35.07	35.99
	O	41.52	42.92	44.30	45.68	47.07	48.45	49.83	50.51	50.51	50.51
9	B	30.58	31.60	32.62	33.63	34.65	35.67	36.69	37.71	38.73	39.75
	O	45.87	47.40	48.93	50.45	50.51	50.51	50.51	50.51	50.51	50.51
10	B	33.67	34.79	35.92	37.04	38.16	39.28	40.41	41.53	42.65	43.77
	O	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51
11	B	37.00	38.23	39.46	40.69	41.93	43.16	44.39	45.63	46.86	48.09
	O	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51	50.51
12	B	44.34	45.82	47.30	48.78	50.26	51.73	53.21	54.69	56.17	57.65
	O	50.51	50.51	50.51	50.51	50.51	51.73	53.21	54.69	56.17	57.65
13	B	52.73	54.49	56.24	58.00	59.76	61.52	63.28	65.03	66.79	68.55
	O	52.73	54.49	56.24	58.00	59.76	61.52	63.28	65.03	66.79	68.55
14	B	62.31	64.39	66.46	68.54	70.62	72.70	74.77	76.85	78.93	81.00
	O	62.31	64.39	66.46	68.54	70.62	72.70	74.77	76.85	78.93	81.00
15	B	73.29	75.74	78.18	80.62	83.07	85.51	87.95	90.39	92.84	93.53
	O	73.29	75.74	78.18	80.62	83.07	85.51	87.95	90.39	92.84	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/>