

**Salary Table 2025-SD**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 33.72%**  
**For the Locality Pay Area of San Diego-Chula Vista-Carlsbad, CA**  
**Total Increase: 2.21%**  
**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	\$ 14.33	\$ 14.81	\$ 15.28	\$ 15.76	\$ 16.23	\$ 16.51	\$ 16.98	\$ 17.46	\$ 17.48	\$ 17.92
	O	21.50	22.22	22.92	23.64	24.35	24.77	25.47	26.19	26.22	26.88
2	B	16.11	16.49	17.03	17.48	17.67	18.19	18.71	19.23	19.75	20.27
	O	24.17	24.74	25.55	26.22	26.51	27.29	28.07	28.85	29.63	30.41
3	B	17.58	18.16	18.75	19.33	19.92	20.51	21.09	21.68	22.26	22.85
	O	26.37	27.24	28.13	29.00	29.88	30.77	31.64	32.52	33.39	34.28
4	B	19.73	20.39	21.05	21.71	22.36	23.02	23.68	24.34	25.00	25.65
	O	29.60	30.59	31.58	32.57	33.54	34.53	35.52	36.51	37.50	38.48
5	B	22.08	22.81	23.55	24.28	25.02	25.75	26.49	27.22	27.96	28.70
	O	33.12	34.22	35.33	36.42	37.53	38.63	39.74	40.83	41.94	43.05
6	B	24.61	25.43	26.25	27.07	27.89	28.71	29.53	30.35	31.17	31.99
	O	36.92	38.15	39.38	40.61	41.84	43.07	44.30	45.53	46.76	47.99
7	B	27.35	28.26	29.17	30.08	30.99	31.90	32.82	33.73	34.64	35.55
	O	41.03	42.39	43.76	45.12	46.49	47.85	49.23	50.60	51.96	53.33
8	B	30.28	31.29	32.30	33.31	34.32	35.33	36.34	37.35	38.36	39.37
	O	45.42	46.94	48.45	49.97	51.48	53.00	54.51	55.25	55.25	55.25
9	B	33.45	34.56	35.68	36.79	37.91	39.02	40.14	41.25	42.37	43.48
	O	50.18	51.84	53.52	55.19	55.25	55.25	55.25	55.25	55.25	55.25
10	B	36.83	38.06	39.29	40.52	41.75	42.97	44.20	45.43	46.66	47.88
	O	55.25	55.25	55.25	55.25	55.25	55.25	55.25	55.25	55.25	55.25
11	B	40.47	41.82	43.17	44.52	45.87	47.21	48.56	49.91	51.26	52.61
	O	55.25	55.25	55.25	55.25	55.25	55.25	55.25	55.25	55.25	55.25
12	B	48.51	50.12	51.74	53.36	54.98	56.59	58.21	59.83	61.44	63.06
	O	55.25	55.25	55.25	55.25	55.25	56.59	58.21	59.83	61.44	63.06
13	B	57.68	59.60	61.53	63.45	65.37	67.30	69.22	71.14	73.06	74.99
	O	57.68	59.60	61.53	63.45	65.37	67.30	69.22	71.14	73.06	74.99
14	B	68.16	70.43	72.71	74.98	77.25	79.52	81.79	84.07	86.34	88.61
	O	68.16	70.43	72.71	74.98	77.25	79.52	81.79	84.07	86.34	88.61
15	B	80.18	82.85	85.52	88.19	90.87	93.53	93.53	93.53	93.53	93.53
	O	80.18	82.85	85.52	88.19	90.87	93.53	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/>