

Salary Table 2025-SN
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 17.67%
For the Locality Pay Area of Spokane-Spokane Valley-Coeur d'Alene, WA-ID
Total Increase: 2.13%
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	\$ 12.61	\$ 13.03	\$ 13.45	\$ 13.87	\$ 14.29	\$ 14.53	\$ 14.94	\$ 15.36	\$ 15.38	\$ 15.77
	O	18.92	19.55	20.18	20.81	21.44	21.80	22.41	23.04	23.07	23.66
2	B	14.18	14.51	14.98	15.38	15.55	16.01	16.47	16.92	17.38	17.84
	O	21.27	21.77	22.47	23.07	23.33	24.02	24.71	25.38	26.07	26.76
3	B	15.47	15.98	16.50	17.01	17.53	18.04	18.56	19.08	19.59	20.11
	O	23.21	23.97	24.75	25.52	26.30	27.06	27.84	28.62	29.39	30.17
4	B	17.36	17.94	18.52	19.10	19.68	20.26	20.84	21.42	22.00	22.57
	O	26.04	26.91	27.78	28.65	29.52	30.39	31.26	32.13	33.00	33.86
5	B	19.43	20.07	20.72	21.37	22.01	22.66	23.31	23.96	24.60	25.25
	O	29.15	30.11	31.08	32.06	33.02	33.99	34.97	35.94	36.90	37.88
6	B	21.66	22.38	23.10	23.82	24.54	25.26	25.99	26.71	27.43	28.15
	O	32.49	33.57	34.65	35.73	36.81	37.89	38.99	40.07	41.15	42.23
7	B	24.06	24.87	25.67	26.47	27.27	28.08	28.88	29.68	30.48	31.28
	O	36.09	37.31	38.51	39.71	40.91	42.12	43.32	44.52	45.72	46.92
8	B	26.65	27.54	28.43	29.31	30.20	31.09	31.98	32.87	33.76	34.65
	O	39.98	41.31	42.65	43.97	45.30	46.64	47.97	48.62	48.62	48.62
9	B	29.43	30.42	31.40	32.38	33.36	34.34	35.32	36.30	37.28	38.26
	O	44.15	45.63	47.10	48.57	48.62	48.62	48.62	48.62	48.62	48.62
10	B	32.41	33.49	34.57	35.65	36.74	37.82	38.90	39.98	41.06	42.14
	O	48.62	48.62	48.62	48.62	48.62	48.62	48.62	48.62	48.62	48.62
11	B	35.61	36.80	37.99	39.17	40.36	41.55	42.73	43.92	45.11	46.29
	O	48.62	48.62	48.62	48.62	48.62	48.62	48.62	48.62	48.62	48.62
12	B	42.68	44.11	45.53	46.95	48.38	49.80	51.22	52.65	54.07	55.49
	O	48.62	48.62	48.62	48.62	48.62	49.80	51.22	52.65	54.07	55.49
13	B	50.76	52.45	54.14	55.83	57.53	59.22	60.91	62.60	64.29	65.99
	O	50.76	52.45	54.14	55.83	57.53	59.22	60.91	62.60	64.29	65.99
14	B	59.98	61.98	63.98	65.98	67.98	69.98	71.98	73.98	75.98	77.97
	O	59.98	61.98	63.98	65.98	67.98	69.98	71.98	73.98	75.98	77.97
15	B	70.55	72.90	75.26	77.61	79.96	82.31	84.66	87.01	89.37	91.72
	O	70.55	72.90	75.26	77.61	79.96	82.31	84.66	87.01	89.37	91.72

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/>