



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

The Director

CPM 2024-23  
December 23, 2024

**Memorandum for Heads of Executive Departments and Agencies**

From: Robert H. Shriver, III  
Acting Director

Subject: **January 2025 Pay Adjustments**

The President has signed an Executive order to implement the January 2025 pay adjustments. (See Attachment 1.) Pursuant to the [President's alternative plan](#) issued under [5 U.S.C. 5303\(b\)](#) and [5304a](#) on August 30, 2024, the Executive order authorizes a 1.7 percent across-the-board increase for statutory pay systems and locality pay increases costing approximately 0.3 percent of basic payroll, reflecting an overall average pay increase of 2.0 percent. This memorandum reviews relevant portions of the Executive order.

The pay adjustment guidance in this memorandum does not apply to senior political officials who have been covered by a pay freeze. We will issue separate guidance regarding this pay freeze.

**New 2025 Salary Tables and Effective Date**

We have posted the [2025 salary tables](#) on OPM's website. The 2025 pay schedules are effective the first day of the first applicable pay period beginning on or after January 1, 2025 (January 12, 2025, based on the standard biweekly payroll cycle).

**The General Schedule and Other Statutory Pay Systems**

The Executive order provides an across-the-board increase of 1.7 percent in the rates of basic pay for the statutory pay systems—the General Schedule (GS), the Foreign Service schedule, and certain schedules for the Veterans Health Administration of the U.S. Department of Veterans Affairs. Special base rates for law enforcement officers at GS grades 3 through 10 are also increased by 1.7 percent. (These law enforcement officers are assigned the “GL” pay plan code.)

**Executive Schedule**

Under [5 U.S.C. 5318](#), the official Executive Schedule (EX) rates of pay are increased by 1.7 percent (rounded to the nearest \$100). The [official EX salary table](#) is available on

OPM's website. The official EX rates of pay are used in establishing pay limitations for employees and pay systems unaffected by any pay freeze for certain senior political officials.

### **Senior Executive Service**

Under [5 U.S.C. 5382](#), the minimum rate of basic pay for the Senior Executive Service (SES) rate range is adjusted to be consistent with the increase in the minimum rate of basic pay for senior-level positions under [5 U.S.C. 5376](#) (\$150,160 in 2025). The applicable maximum rate of basic pay for the SES is \$225,700 (EX-II) for SES members covered by an SES performance appraisal system certified pursuant to [5 U.S.C. 5307\(d\)](#) and \$207,500 (EX-III) for SES members covered by an SES performance appraisal system that has not been certified. An SES member with a pay rate below the minimum rate of the new SES rate range must receive a pay increase effective January 12, 2025, that brings the SES member's rate to at least the new minimum rate because an SES member may not receive less than the minimum rate of the SES rate range.

Other SES pay adjustments must generally be made based on individual performance, contribution to the agency's performance, or both, as determined under a rigorous performance management system, pursuant to [5 U.S.C. 5382](#). An agency's determination to adjust the rate of basic pay for an SES member that is approved by the end of the first pay period in January 2025 (January 25, 2025) may be made effective as of the first day of that first pay period (January 12, 2025). Determinations to adjust SES pay that are approved after January 25, 2025, will become effective at the beginning of the next pay period following the approval. OPM's regulations for setting and adjusting SES pay are available at [5 CFR part 534, subpart D](#).

### **Senior-Level and Scientific and Professional Positions**

The minimum rate of basic pay for the senior-level (SL) and scientific and professional (ST) rate range is increased by 1.7 percent, which is the amount of the base GS increase, and is \$150,160 in 2025. An SL or ST employee with a pay rate below the minimum rate of the new SL/ST rate range must receive a pay increase effective January 12, 2025, that brings the employee's rate to at least the new minimum rate because an SL or ST employee may not receive less than the minimum rate of the SL/ST rate range. The applicable maximum rate of basic pay is \$225,700 (EX-II) for SL or ST employees covered by a certified SL/ST performance appraisal system and \$207,500 (EX-III) for SL or ST employees covered by an SL/ST performance appraisal system that has not been certified.

As provided in [5 U.S.C. 5376\(b\)\(2\)](#) and [5 CFR 534.507\(a\)\(1\)](#), effective at the beginning of the first applicable pay period commencing on or after the first day of the month in which an adjustment takes effect under [5 U.S.C. 5303](#) in the rates of basic pay under the General Schedule, the head of an agency must adjust an SL/ST employee's rate of basic pay by an amount the agency head considers appropriate (including a zero adjustment), subject to the regulations in [5 CFR 534.507](#), and the agency's written procedures. Therefore, each agency must make an appropriate adjustment in each SL/ST employee's rate of basic pay because the General Schedule is being adjusted the first day of the first pay period beginning on or after January 1, 2025. The adjustment of an SL/ST employee's pay rate under [5 CFR 534.507\(a\)\(1\)](#) must be made effective on the first day of the first pay period beginning on or after January 1, 2025 (January 12, 2025, based on the standard biweekly payroll cycle). An agency's determination to adjust the rate of basic pay for an SL or ST employee that is approved by the end of the first pay period in January 2025 (January 25, 2025) may be made effective as of the first day of that first pay period (January 12, 2025). Determinations to adjust SL/ST pay that are approved after January 25, 2025, will become effective at the beginning of the next pay period following the approval. OPM's regulations for setting and adjusting SL/ST pay are available at [5 CFR part 534, subpart E](#).

### **Post-Employment Restrictions**

Agencies are required to notify SES members, SL and ST employees, and other individuals who are paid at a rate of basic pay equal to or greater than 86.5 percent of the rate for EX-II ( $\$225,700 \times 86.5 \text{ percent} = \$195,231$  in 2025) that they are subject to certain post-employment restrictions in [18 U.S.C. 207\(c\)\(2\)\(A\)\(ii\)](#). OPM's regulations requiring notification of post-employment restrictions are available at [5 CFR part 730](#). Agencies may continue to use the sample notice OPM provided in its memorandum of January 6, 2004 ([CPM 2004-01](#)), to notify SES members, SL or ST employees, or other individuals that they are subject to the post-employment restrictions in [18 U.S.C. 207\(c\)](#). (Agencies will need to update the pay system, salary threshold, and effective date, as appropriate.) [View the sample notice](#).

### **Aggregate Limitation on Pay**

The aggregate limitation on pay for calendar year 2025 is \$250,600 (equivalent to the rate for EX-I). SES members and employees in SL/ST positions who are covered by a certified performance appraisal system are subject to a higher aggregate limitation on pay of the Vice President's salary (\$289,400 in 2025). (See [5 U.S.C. 5307](#) and [5 CFR part 530, subpart B](#).)

### **Administrative Law Judges**

The Executive order reflects a decision by the President to increase the rates of basic pay for administrative law judges (ALJs) by 1.7 percent, rounded to the nearest \$100). The rate of basic pay for AL-1 is \$195,200 (equivalent to the rate for EX-IV). The rate of basic pay for AL-2 is \$190,500. The rates of basic pay for AL-3/A through 3/F range from \$130,400 to \$180,600. The [new ALJ salary table](#) is available on OPM's website.

### **Administrative Appeals Judges**

Under [5 U.S.C. 5372b](#), the rates of basic pay for administrative appeals judge (AAJ) positions must be set at a rate not less than the minimum rate of basic pay for level AL-3 and not more than the maximum rate of basic pay for level AL-3 of the ALJ pay system established under [5 U.S.C. 5372](#). At [5 CFR 534.603](#), OPM's regulations link the structure of the AAJ pay system directly to the structure for level AL-3 of the ALJ pay system. The AAJ pay system includes six rates of basic pay—AA-1, 2, 3, 4, 5, and 6. These rates correspond to the rates of basic pay for AL-3/A, B, C, D, E, and F of the ALJ pay system. The [new AAJ salary table](#) is available on OPM's website.

### **Locality Payments**

The President's Executive order reflects the amounts of the new locality payments for GS employees. Attachment 2 provides a table showing the 2025 locality pay percentage and total percentage increase in each locality pay area (reflecting the combined effect of the 1.7 percent across-the-board increase and the applicable increase in the locality pay percentage). GS locality rates are limited by law to the rate for EX-IV (which is increased by 1.7 percent). (See [5 U.S.C. 5304\(g\)\(1\)](#) and the "Executive Schedule" section, above.) The [2025 locality pay tables](#) for the General Schedule are available on OPM's website. [Locality pay area definitions](#) are available on OPM's website.

### **Locality Pay Extensions**

On November 6, 2024, OPM issued a memorandum on behalf of the President's Pay Agent (the Secretary of Labor and the Directors of the U.S. Office of Management and Budget and OPM) that continues GS locality payments for ALJs and certain other non-GS employee categories in 2025. The [memo](#) is available on OPM's website.

### **Locality Pay for Domestic Employees Teleworking Overseas**

We will issue separate guidance regarding special locality pay for domestic employees teleworking overseas.

### **Cost-of-Living Allowance Rates for Nonforeign Areas**

As provided under the Nonforeign Area Retirement Equity Assurance Act of 2009 (subtitle B of title XIX of the National Defense Authorization Act for Fiscal Year 2010 (Public Law 111-84, October 28, 2009)), employees in nonforeign areas entitled to cost-of-living allowances (COLAs) have corresponding reductions in their COLAs when locality rates increase. The [locality and COLA rates in each COLA area](#) are available on OPM's website.

### **Special Rates**

We are issuing a separate memorandum announcing the results of OPM's annual review of special rates and the 2025 special rate adjustments.

### **Prevailing Rate Pay Adjustments**

We are issuing a separate memorandum on pay adjustments for certain prevailing rate (wage) employees.

### **2025 Premium Pay Caps**

Under [5 U.S.C. 5547\(a\)](#) and [5 CFR 550.105](#), GS and other covered employees may receive certain types of premium pay in a biweekly pay period only to the extent that the sum of basic pay and such premium pay for the pay period does not exceed the greater of the biweekly rate payable for (1) GS-15, step 10 (including any applicable locality payment or special rate supplement), or (2) the rate payable for EX-V (\$183,100 in 2025). In certain emergency or mission-critical situations, an agency may apply an annual premium pay cap instead of a biweekly premium pay cap, subject to the conditions prescribed in law and regulation. (See [5 U.S.C. 5547\(b\)](#) and [5 CFR 550.106–550.107](#).) We have posted the [2025 biweekly premium pay caps fact sheet](#) on OPM's website.

### **Adjusting Retained Rates**

Certain employees are entitled to retained rates above the applicable rate range under [5 U.S.C. 5363](#) and [5 CFR part 536](#). As provided in [5 U.S.C. 5363\(b\)\(2\)\(B\)](#) and [5 CFR 536.305](#), when the maximum rate of the highest applicable rate range for an employee's position of record is increased while the employee is receiving a retained rate, the employee is entitled to 50 percent of the amount of the increase in that maximum rate. An [example of adjusting a retained rate](#) can be found in the fact sheet on OPM's website.

**Pay Administration**

We have updated examples of pay computations to reflect the pay adjustment for GS employees:

- [Examples of January 2025 Pay Computations](#)
- [How to Compute Rates of Pay](#)
- [How to Compute Fair Labor Standards Act Overtime Pay](#)

**Questions**

Agency headquarters-level human resources offices may contact OPM at [paypolicy@opm.gov](mailto:paypolicy@opm.gov). Employees should contact their agency human resources offices for assistance.

Attachments

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, and Human Resources Directors

Executive Order

14132

ADJUSTMENTS OF CERTAIN RATES OF PAY

By the authority vested in me as President by the Constitution and the laws of the United States of America, it is hereby ordered as follows:

**Section 1. Statutory Pay Systems.**

The rates of basic pay or salaries of the statutory pay systems (as defined in 5 U.S.C. 5302(1)), as adjusted under 5 U.S.C. 5303, are set forth on the schedules attached hereto and made a part hereof:

- (a) The General Schedule (5 U.S.C. 5332(a)) at Schedule 1;
- (b) The Foreign Service Schedule (22 U.S.C. 3963) at Schedule 2; and
- (c) The schedules for the Veterans Health Administration of the Department of Veterans Affairs (38 U.S.C. 7306, 7401, 7404; section 301(a) of Public Law 102-40) at Schedule 3.

**Sec. 2. Senior Executive Service.**

The ranges of rates of basic pay for senior executives in the Senior Executive Service, as established pursuant to 5 U.S.C. 5382, are set forth on Schedule 4 attached hereto and made a part hereof.

**Sec. 3. Certain Executive, Legislative, and Judicial Salaries.**

The rates of basic pay or salaries for the following offices and positions are set forth on the schedules attached hereto and made a part hereof:

- (a) The Executive Schedule (5 U.S.C. 5311-5318) at Schedule 5;
- (b) The Vice President (3 U.S.C. 104) and the Congress (2 U.S.C. 4501) at Schedule 6; and
- (c) Justices and judges (28 U.S.C. 5, 44(d), 135, 252, and 461(a)) at Schedule 7.

**Sec. 4. Uniformed Services.**

The rates of monthly basic pay (37 U.S.C. 203(a)) for members of the uniformed services, as adjusted under 37 U.S.C. 1009, and the rate of monthly cadet or midshipman pay (37 U.S.C. 203(c)) are set forth on Schedule 8 attached hereto and made a part hereof.

**Sec. 5. Locality-Based Comparability Payments.**

(a) Pursuant to section 5304 of title 5, United States Code, and my authority to implement an alternative level of comparability payments under section 5304a of title 5, United States Code, locality-based comparability payments shall be paid in accordance with Schedule 9 attached hereto and made a part hereof.

(b) The Director of the Office of Personnel Management shall take such actions as may be necessary to implement these payments and to publish appropriate notice of such payments in the *Federal Register*.

**Sec. 6. Administrative Law Judges.**

Pursuant to section 5372 of title 5, United States Code, the rates of basic pay for administrative law judges are set forth on Schedule 10 attached hereto and made a part hereof.

**Sec. 7. Effective Dates.**

Schedule 8 is effective January 1, 2025. The other schedules contained herein are effective on the first day of the first applicable pay period beginning on or after January 1, 2025.

**Sec. 8. Prior Order Superseded.**

Executive Order 14113 of December 21, 2023 (Adjustments of Certain Rates of Pay), is superseded as of the effective dates specified in section 7 of this order.

JOSEPH R. BIDEN JR.

THE WHITE HOUSE,

December 23, 2024



### Schedule 1-General Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2025)

<b>Grade</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
<b>GS-1</b>	\$22,360	\$23,110	\$23,853	\$24,594	\$25,336	\$25,770	\$26,506	\$27,247	\$27,277	\$27,970
<b>GS-2</b>	25,142	25,740	26,573	27,277	27,583	28,394	29,205	30,016	30,827	31,638
<b>GS-3</b>	27,434	28,348	29,262	30,176	31,090	32,004	32,918	33,832	34,746	35,660
<b>GS-4</b>	30,795	31,822	32,849	33,876	34,903	35,930	36,957	37,984	39,011	40,038
<b>GS-5</b>	34,454	35,602	36,750	37,898	39,046	40,194	41,342	42,490	43,638	44,786
<b>GS-6</b>	38,407	39,687	40,967	42,247	43,527	44,807	46,087	47,367	48,647	49,927
<b>GS-7</b>	42,679	44,102	45,525	46,948	48,371	49,794	51,217	52,640	54,063	55,486
<b>GS-8</b>	47,265	48,841	50,417	51,993	53,569	55,145	56,721	58,297	59,873	61,449
<b>GS-9</b>	52,205	53,945	55,685	57,425	59,165	60,905	62,645	64,385	66,125	67,865
<b>GS-10</b>	57,489	59,405	61,321	63,237	65,153	67,069	68,985	70,901	72,817	74,733
<b>GS-11</b>	63,163	65,268	67,373	69,478	71,583	73,688	75,793	77,898	80,003	82,108
<b>GS-12</b>	75,706	78,230	80,754	83,278	85,802	88,326	90,850	93,374	95,898	98,422
<b>GS-13</b>	90,025	93,026	96,027	99,028	102,029	105,030	108,031	111,032	114,033	117,034
<b>GS-14</b>	106,382	109,928	113,474	117,020	120,566	124,112	127,658	131,204	134,750	138,296
<b>GS-15</b>	125,133	129,304	133,475	137,646	141,817	145,988	150,159	154,330	158,501	162,672

### Schedule 2-Foreign Service Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2025)

<b>Step</b>	<b>Class 1</b>	<b>Class 2</b>	<b>Class 3</b>	<b>Class 4</b>	<b>Class 5</b>	<b>Class 6</b>	<b>Class 7</b>	<b>Class 8</b>	<b>Class 9</b>
<b>1</b>	\$125,133	\$101,395	\$82,160	\$66,574	\$53,945	\$48,225	\$43,112	\$38,541	\$34,454
<b>2</b>	128,887	104,437	84,625	68,571	55,563	49,672	44,405	39,697	35,488
<b>3</b>	132,754	107,570	87,164	70,628	57,230	51,162	45,738	40,888	36,552
<b>4</b>	136,736	110,797	89,778	72,747	58,947	52,697	47,110	42,115	37,649
<b>5</b>	140,838	114,121	92,472	74,930	60,716	54,278	48,523	43,378	38,778
<b>6</b>	145,063	117,545	95,246	77,178	62,537	55,906	49,979	44,680	39,942
<b>7</b>	149,415	121,071	98,103	79,493	64,413	57,583	51,478	46,020	41,140
<b>8</b>	153,898	124,703	101,046	81,878	66,346	59,311	53,022	47,401	42,374
<b>9</b>	158,515	128,444	104,078	84,334	68,336	61,090	54,613	48,823	43,645
<b>10</b>	162,672	132,297	107,200	86,864	70,386	62,923	56,251	50,287	44,955
<b>11</b>	162,672	136,266	110,416	89,470	72,498	64,810	57,939	51,796	46,303
<b>12</b>	162,672	140,354	113,729	92,154	74,672	66,755	59,677	53,350	47,692
<b>13</b>	162,672	144,565	117,141	94,919	76,913	68,757	61,467	54,950	49,123
<b>14</b>	162,672	148,902	120,655	97,766	79,220	70,820	63,311	56,599	50,597

**Schedule 3-Veterans Health Administration Schedules  
Department of Veterans Affairs**

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2025)

**Schedule for the Office of the Under Secretary for Health  
(38 U.S.C. 7306) and Directors of Medical Centers and Directors of  
Veterans Integrated Service Networks (38 U.S.C. 7401(4))\***

Minimum	Maximum
\$150,160	\$225,700**

<b>Physician, Podiatrist, and Dentist Base and Longevity Pay Schedule***</b>	Minimum	Maximum
Physician Grade	\$123,077	\$180,519
Dentist Grade	123,077	180,519
Podiatrist Grade	123,077	180,519

<b>Chiropractor and Optometrist Schedule</b>	Minimum	Maximum
Chief Grade	\$125,133	\$162,672
Senior Grade	106,382	138,296
Intermediate Grade	90,025	117,034
Full Grade	75,706	98,422
Associate Grade	63,163	82,108

<b>Expanded-Function Dental Auxiliary Schedule****</b>	Minimum	Maximum
Director Grade	\$125,133	\$162,672
Assistant Director Grade	106,382	138,296
Chief Grade	90,025	117,034
Senior Grade	75,706	98,422
Intermediate Grade	63,163	82,108
Full Grade	52,205	67,865
Associate Grade	44,924	58,397
Junior Grade	38,407	49,927

\* Pursuant to 38 U.S.C. 7404(a)(2)(A) and (e), this schedule does not apply to the Director of Nursing Service or any incumbents who are physicians, podiatrists, or dentists. Pursuant to 38 U.S.C. 7404(a)(2)(B), this schedule also does not apply to the basic pay of any incumbents who are registered nurses or physician assistants if that basic pay is determined by the Secretary under subchapter IV of chapter 74 of title 38, United States Code.

\*\* Pursuant to 38 U.S.C. 7404(a)(3)(B), for positions that are covered by a certified performance appraisal system, the maximum rate of basic pay may not exceed the rate of basic pay payable for level II of the Executive Schedule. For positions that are not covered by a certified performance appraisal system, the maximum rate of basic pay may not exceed the rate of basic pay payable for level III of the Executive Schedule.

\*\*\* Pursuant to 38 U.S.C. 7431, Veterans Health Administration physicians, podiatrists, and dentists paid under the Physician, Podiatrist, and Dentist Base and Longevity Pay schedule may also be paid market pay and performance pay.

\*\*\*\* Pursuant to section 301(a) of Public Law 102-40, these positions are paid according to the Nurse Schedule in 38 U.S.C. 4107(b), as in effect on August 14, 1990, with subsequent adjustments.

### Schedule 4-Senior Executive Service

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2025)

	Minimum	Maximum
Agencies with a Certified SES Performance Appraisal System	\$150,160	\$225,700
Agencies without a Certified SES Performance Appraisal System	\$150,160	\$207,500

### Schedule 5-Executive Schedule

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2025)

Level I	\$250,600
Level II	225,700
Level III	207,500
Level IV	195,200
Level V	183,100

### Schedule 6-Vice President and Members Of Congress\*

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2025)

Vice President	\$289,400
Senators	174,000
Members of the House of Representatives	174,000
Delegates to the House of Representatives	174,000
Resident Commissioner from Puerto Rico	174,000
President pro tempore of the Senate	193,400
Majority leader and minority leader of the Senate	193,400
Majority leader and minority leader of the House of Representatives	193,400
Speaker of the House of Representatives	223,500

### Schedule 7-Judicial Salaries

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2025)

Chief Justice of the United States	\$317,500
Associate Justices of the Supreme Court	303,600
Circuit Judges	262,300
District Judges	247,400
Judges of the Court of International Trade	247,400

\* This pay schedule assumes that Congress will continue to impose a freeze on the salaries of Members of Congress as it has since 2009, and so this schedule would be subject to further revisions if Congress proceeds differently.

## Schedule 8-Pay of The Uniformed Services

(Effective January 1, 2025)

### Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

#### Commissioned Officers

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
O-10*	-	-	-	-	-	-	-	-	-	-	-
O-9*	-	-	-	-	-	-	-	-	-	-	-
O-8	\$13,380.00	\$13,818.90	\$14,109.30	\$14,190.30	\$14,553.60	\$15,159.30	\$15,300.60	\$15,876.30	\$16,042.20	\$16,538.10	\$17,256.00
O-7	11,117.70	11,634.00	11,873.10	12,063.60	12,407.10	12,747.30	13,140.00	13,531.50	13,925.10	15,159.30	16,202.10
O-6**	8,430.90	9,261.90	9,870.00	9,870.00	9,907.80	10,332.30	10,388.70	10,388.70	10,979.10	12,022.80	12,635.40
O-5	7,028.40	7,917.30	8,465.40	8,568.60	8,910.90	9,114.90	9,564.90	9,895.80	10,322.70	10,974.30	11,285.10
O-4	6,064.20	7,019.70	7,488.90	7,592.40	8,027.10	8,493.60	9,075.00	9,526.20	9,840.60	10,020.90	10,125.00
O-3***	5,331.60	6,044.10	6,522.60	7,112.40	7,453.80	7,827.90	8,069.10	8,466.60	8,674.50	8,674.50	8,674.50
O-2***	4,606.80	5,246.70	6,042.90	6,247.20	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30
O-1***	3,998.40	4,161.90	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2025, which is \$18,808.20 per month for officers at pay grades O-7 through O-10. This includes officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, Commandant of the Marine Corps, Chief of Space Operations, Commandant of the Coast Guard, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

\*\* Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2025, which is \$15,258.30 per month, for officers at pay grades O-6 and below.

\*\*\* Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or warrant officer.

**Commissioned Officers with Over 4 Years Active Duty Service as an Enlisted Member or Warrant Officer\*\*\*\***

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
<b>O-3E</b>	-	-	-	\$7,112.40	\$7,453.80	\$7,827.90	\$8,069.10	\$8,466.60	\$8,802.60	\$8,995.20	\$9,257.70
<b>O-2E</b>	-	-	-	6,247.20	6,375.30	6,578.10	6,920.70	7,185.90	7,383.00	7,383.00	7,383.00
<b>O-1E</b>	-	-	-	5,031.30	5,372.40	5,571.30	5,774.40	5,973.60	6,247.20	6,247.20	6,247.20

**Warrant Officers**

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
<b>W-5</b>	-	-	-	-	-	-	-	-	-	-	-
<b>W-4</b>	\$5,510.40	\$5,926.80	\$6,096.90	\$6,264.30	\$6,552.90	\$6,838.20	\$7,127.10	\$7,560.90	\$7,941.90	\$8,304.30	\$8,601.60
<b>W-3</b>	5,032.20	5,241.30	5,457.00	5,526.90	5,752.20	6,195.60	6,657.60	6,875.10	7,126.80	7,385.40	7,851.90
<b>W-2</b>	4,452.60	4,873.80	5,003.10	5,092.50	5,380.80	5,829.60	6,052.50	6,271.20	6,539.10	6,748.50	6,937.80
<b>W-1</b>	3,908.10	4,329.30	4,442.10	4,681.20	4,963.50	5,379.90	5,574.30	5,847.00	6,114.30	6,324.60	6,518.40

\*\*\*\* Reservists with at least 1,460 points as an enlisted member, a warrant officer, or a warrant officer and an enlisted member, which are creditable toward reserve retirement, also qualify for these rates.

## Schedule 8-Pay of The Uniformed Services

(Effective January 1, 2025)

### Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

#### Commissioned Officers

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
O-10*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*	\$18,808.20*
O-9	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*
O-8	17,917.20	18,359.10	18,359.10	18,359.10	18,359.10	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*	18,808.20*
O-7	16,202.10	16,202.10	16,202.10	16,285.50	16,285.50	16,611.00	16,611.00	16,611.00	16,611.00	16,611.00	16,611.00
O-6**	13,247.70	13,596.30	13,949.10	14,632.80	14,632.80	14,925.00	14,925.00	14,925.00	14,925.00	14,925.00	14,925.00
O-5	11,592.30	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90	11,940.90
O-4	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00	10,125.00
O-3***	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50	8,674.50
O-2***	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30	6,375.30
O-1***	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30	5,031.30

\* Basic pay is limited to the rate of basic pay for level II of the Executive Schedule in effect during calendar year 2025, which is \$18,808.20 per month for officers at pay grades O-7 through O-10. This includes officers serving as Chairman or Vice Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Naval Operations, Chief of Staff of the Air Force, Commandant of the Marine Corps, Chief of Space Operations, Commandant of the Coast Guard, Chief of the National Guard Bureau, or commander of a unified or specified combatant command (as defined in 10 U.S.C. 161(c)).

\*\* Basic pay is limited to the rate of basic pay for level V of the Executive Schedule in effect during calendar year 2025, which is \$15,258.30 per month, for officers at pay grades O-6 and below.

\*\*\* Does not apply to commissioned officers who have been credited with over 4 years of active duty service as an enlisted member or warrant officer.

**Commissioned Officers with Over 4 Years Active Duty Service As An Enlisted Member Or Warrant Officer\*\*\*\***

<b>Pay Grade</b>	<b>Over 20</b>	<b>Over 22</b>	<b>Over 24</b>	<b>Over 26</b>	<b>Over 28</b>	<b>Over 30</b>	<b>Over 32</b>	<b>Over 34</b>	<b>Over 36</b>	<b>Over 38</b>	<b>Over 40</b>
<b>O-3E</b>	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70	\$9,257.70
<b>O-2E</b>	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00	7,383.00
<b>O-1E</b>	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20	6,247.20

**Warrant Officers**

<b>Pay Grade</b>	<b>Over 20</b>	<b>Over 22</b>	<b>Over 24</b>	<b>Over 26</b>	<b>Over 28</b>	<b>Over 30</b>	<b>Over 32</b>	<b>Over 34</b>	<b>Over 36</b>	<b>Over 38</b>	<b>Over 40</b>
<b>W-5</b>	\$9,797.40	\$10,294.50	\$10,665.00	\$11,074.20	\$11,074.20	\$11,628.90	\$11,628.90	\$12,209.40	\$12,209.40	\$12,821.10	\$12,821.10
<b>W-4</b>	8,891.10	9,315.60	9,664.80	10,062.90	10,062.90	10,263.60	10,263.60	10,263.60	10,263.60	10,263.60	10,263.60
<b>W-3</b>	8,166.30	8,354.40	8,554.50	8,827.20	8,827.20	8,827.20	8,827.20	8,827.20	8,827.20	8,827.20	8,827.20
<b>W-2</b>	7,164.60	7,313.70	7,431.90	7,431.90	7,431.90	7,431.90	7,431.90	7,431.90	7,431.90	7,431.90	7,431.90
<b>W-1</b>	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60	6,753.60

\*\*\*\* Reservists with at least 1,460 points as an enlisted member, a warrant officer, or a warrant officer and an enlisted member, which are creditable toward reserve retirement, also qualify for these rates.



## Schedule 8-Pay of The Uniformed Services

(Effective January 1, 2025)

### Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

#### Enlisted Members\*

Pay Grade	2 or less	Over 2	Over 3	Over 4	Over 6	Over 8	Over 10	Over 12	Over 14	Over 16	Over 18
<b>E-9**</b>	-	-	-	-	-	-	\$6,657.30	\$6,807.90	\$6,997.80	\$7,221.60	\$7,447.80
<b>E-8</b>	-	-	-	-	-	\$5,449.50	5,690.70	5,839.80	6,018.60	6,212.10	6,561.90
<b>E-7</b>	\$3,788.10	\$4,134.30	\$4,293.00	\$4,502.10	\$4,666.50	4,947.60	5,106.30	5,387.10	5,621.40	5,781.30	5,951.10
<b>E-6</b>	3,276.60	3,606.00	3,765.00	3,919.80	4,080.60	4,443.90	4,585.20	4,858.80	4,942.50	5,003.40	5,074.80
<b>E-5</b>	3,001.50	3,203.70	3,358.80	3,517.20	3,763.80	4,021.80	4,234.50	4,259.70	4,259.70	4,259.70	4,259.70
<b>E-4</b>	2,752.20	2,892.90	3,049.80	3,204.30	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40
<b>E-3</b>	2,484.60	2,640.60	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80
<b>E-2</b>	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80
<b>E-1***</b>	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10
<b>E-1****</b>	1,949.10	-	-	-	-	-	-	-	-	-	-

\* This schedule is subject to possible future revision in light of an anticipated statutory enactment.

\*\* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Chief Master Sergeant of the Space Force, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$10,758.00 per month, regardless of cumulative years of service under 37 U.S.C. 205.

\*\*\* Applies to personnel who have served 4 months or more on active duty.

\*\*\*\* Applies to personnel who have served less than 4 months on active duty.

## Schedule 8-Pay of The Uniformed Services

(Effective January 1, 2025)

### Part I-Monthly Basic Pay

Years of Service (Computed Under 37 U.S.C. 205)

#### Enlisted Members\*

Pay Grade	Over 20	Over 22	Over 24	Over 26	Over 28	Over 30	Over 32	Over 34	Over 36	Over 38	Over 40
<b>E-9**</b>	\$7,808.40	\$8,114.70	\$8,436.00	\$8,928.60	\$8,928.60	\$9,374.10	\$9,374.10	\$9,843.30	\$9,843.30	\$10,336.50	\$10,336.50
<b>E-8</b>	6,739.20	7,040.70	7,207.80	7,619.40	7,619.40	7,772.10	7,772.10	7,772.10	7,772.10	7,772.10	7,772.10
<b>E-7</b>	6,017.10	6,238.20	6,356.70	6,808.80	6,808.80	6,808.80	6,808.80	6,808.80	6,808.80	6,808.80	6,808.80
<b>E-6</b>	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80	5,074.80
<b>E-5</b>	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70	4,259.70
<b>E-4</b>	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40	3,341.40
<b>E-3</b>	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80	2,800.80
<b>E-2</b>	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80	2,362.80
<b>E-1***</b>	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10	2,108.10
<b>E-1****</b>	-	-	-	-	-	-	-	-	-	-	-

\* This schedule is subject to possible future revision in light of an anticipated statutory enactment.

\*\* For noncommissioned officers serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy or Coast Guard, Chief Master Sergeant of the Air Force, Sergeant Major of the Marine Corps, Chief Master Sergeant of the Space Force, Senior Enlisted Advisor to the Chairman of the Joint Chiefs of Staff, or Senior Enlisted Advisor to the Chief of the National Guard Bureau, basic pay for this grade is \$10,758.00 per month, regardless of cumulative years of service under 37 U.S.C. 205.

\*\*\* Applies to personnel who have served 4 months or more on active duty.

\*\*\*\* Applies to personnel who have served less than 4 months on active duty.

**Schedule 8-Pay of The Uniformed Services**

**Part II-Rate of Monthly Cadet or Midshipman Pay**

The rate of monthly cadet or midshipman pay authorized by 37 U.S.C. 203(c) is \$1,399.80.

### Schedule 9-Locality-Based Comparability Payments

(Effective on the first day of the first applicable pay period  
beginning on or after January 1, 2025)

Locality Pay Area	Rate
Alaska	32.36%
Albany-Schenectady, NY-MA	20.77%
Albuquerque-Santa Fe-Las Vegas, NM	18.33%
Atlanta-Athens-Clarke County-Sandy Springs, GA-AL	23.79%
Austin-Round Rock-Georgetown, TX	20.35%
Birmingham-Hoover-Talladega, AL	18.24%
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	32.58%
Buffalo-Cheektowaga-Olean, NY	22.41%
Burlington-South Burlington-Barre, VT	19.45%
Charlotte-Concord, NC-SC	19.67%
Chicago-Naperville, IL-IN-WI	30.86%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.93%
Cleveland-Akron-Canton, OH-PA	22.23%
Colorado Springs, CO	20.15%
Columbus-Marion-Zanesville, OH	22.15%
Corpus Christi-Kingsville-Alice, TX	17.63%
Dallas-Fort Worth, TX-OK	27.26%
Davenport-Moline, IA-IL	18.93%
Dayton-Springfield-Kettering, OH	21.42%
Denver-Aurora, CO	30.52%
Des Moines-Ames-West Des Moines, IA	18.01%
Detroit-Warren-Ann Arbor, MI	29.12%
Fresno-Madera-Hanford, CA	17.65%
Harrisburg-Lebanon, PA	19.43%
Hartford-East Hartford, CT-MA	32.08%
Hawaii	22.21%
Houston-The Woodlands, TX	35.00%
Huntsville-Decatur, AL-TN	21.91%
Indianapolis-Carmel-Muncie, IN	18.15%
Kansas City-Overland Park-Kansas City, MO-KS	18.97%
Laredo, TX	21.59%
Las Vegas-Henderson, NV-AZ	19.57%
Los Angeles-Long Beach, CA	36.47%
Miami-Port St. Lucie-Fort Lauderdale, FL	24.67%
Milwaukee-Racine-Waukesha, WI	22.42%
Minneapolis-St. Paul, MN-WI	27.62%
New York-Newark, NY-NJ-CT-PA	37.95%
Omaha-Council Bluffs-Fremont, NE-IA	18.23%
Palm Bay-Melbourne-Titusville, FL	17.93%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	28.99%
Phoenix-Mesa, AZ	22.45%
Pittsburgh-New Castle-Weirton, PA-OH-WV	21.03%
Portland-Vancouver-Salem, OR-WA	26.13%
Raleigh-Durham-Cary, NC	22.24%
Reno-Fernley, NV	17.52%
Richmond, VA	22.28%
Rochester-Batavia-Seneca Falls, NY	17.88%
Sacramento-Roseville, CA-NV	29.76%
San Antonio-New Braunfels-Pearsall, TX	18.78%
San Diego-Chula Vista-Carlsbad, CA	33.72%
San Jose-San Francisco-Oakland, CA	46.34%
Seattle-Tacoma, WA	31.57%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	17.67%
St. Louis-St. Charles-Farmington, MO-IL	20.03%
Tucson-Nogales, AZ	19.28%
Virginia Beach-Norfolk, VA-NC	18.80%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	33.94%
Rest of U.S.	17.06%

Locality Pay Areas are defined in 5 CFR 531.603.

**Schedule 10-Administrative Law Judges**

(Effective on the first day of the first applicable pay period beginning on or after January 1, 2025)

AL-3/A	\$130,400
AL-3/B	140,300
AL-3/C	150,400
AL-3/D	160,600
AL-3/E	170,800
AL-3/F	180,600
AL-2	190,500
AL-1 *	195,200

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\* Pursuant to 5 U.S.C. 5372(b)(1)(C), the rate of basic pay for AL-1 may not exceed the rate for level IV of the Executive Schedule.

## Attachment 2—Locality-Based Comparability Payments and Increases in 2025

Locality Pay Area	Locality Payment	Total 2025 Pay Adjustment
Alaska	32.36%	2.01%
Albany-Schenectady, NY-MA	20.77%	2.14%
Albuquerque-Santa Fe-Las Vegas, NM	18.33%	1.94%
Atlanta--Athens-Clarke County--Sandy Springs, GA-AL	23.79%	1.98%
Austin-Round Rock-Georgetown, TX	20.35%	2.01%
Birmingham-Hoover-Talladega, AL	18.24%	1.98%
Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT	32.58%	2.17%
Buffalo-Cheektowaga-Olean, NY	22.41%	2.05%
Burlington-South Burlington-Barre, VT	19.45%	2.11%
Charlotte-Concord, NC-SC	19.67%	2.05%
Chicago-Naperville, IL-IN-WI	30.86%	2.05%
Cincinnati-Wilmington-Maysville, OH-KY-IN	21.93%	1.90%
Cleveland-Akron-Canton, OH-PA	22.23%	1.88%
Colorado Springs, CO	20.15%	2.06%
Columbus-Marion-Zanesville, OH	22.15%	1.99%
Corpus Christi-Kingsville-Alice, TX	17.63%	1.90%
Dallas-Fort Worth, TX-OK	27.26%	1.98%
Davenport-Moline, IA-IL	18.93%	1.93%
Dayton-Springfield-Kettering, OH	21.42%	1.94%
Denver-Aurora, CO	30.52%	2.20%
Des Moines-Ames-West Des Moines, IA	18.01%	1.99%
Detroit-Warren-Ann Arbor, MI	29.12%	1.94%
Fresno-Madera-Hanford, CA	17.65%	2.13%
Harrisburg-Lebanon, PA	19.43%	1.98%
Hartford-East Hartford, CT-MA	32.08%	2.06%
Hawaii	22.21%	2.05%
Houston-The Woodlands, TX	35.00%	1.91%
Huntsville-Decatur, AL-TN	21.91%	2.06%
Indianapolis-Carmel-Muncie, IN	18.15%	1.92%
Kansas City-Overland Park-Kansas City, MO-KS	18.97%	1.97%
Laredo, TX	21.59%	1.92%
Las Vegas-Henderson, NV-AZ	19.57%	1.99%
Los Angeles-Long Beach, CA	36.47%	2.17%
Miami-Port St. Lucie-Fort Lauderdale, FL	24.67%	1.90%
Milwaukee-Racine-Waukesha, WI	22.42%	1.92%
Minneapolis-St. Paul, MN-WI	27.62%	2.08%
New York-Newark, NY-NJ-CT-PA	37.95%	2.23%
Omaha-Council Bluffs-Fremont, NE-IA	18.23%	1.95%

<b>Locality Pay Area</b>	<b>Locality Payment</b>	<b>Total 2025 Pay Adjustment</b>
Palm Bay-Melbourne-Titusville, FL	17.93%	1.99%
Philadelphia-Reading-Camden, PA-NJ-DE-MD	28.99%	2.05%
Phoenix-Mesa, AZ	22.45%	2.06%
Pittsburgh-New Castle-Weirton, PA-OH-WV	21.03%	1.91%
Portland-Vancouver-Salem, OR-WA	26.13%	2.08%
Raleigh-Durham-Cary, NC	22.24%	1.98%
Reno-Fernley, NV	17.52%	2.06%
Rest of US	17.06%	1.91%
Richmond, VA	22.28%	2.01%
Rochester-Batavia-Seneca Falls, NY	17.88%	2.16%
Sacramento-Roseville, CA-NV	29.76%	2.17%
San Antonio-New Braunfels-Pearsall, TX	18.78%	1.95%
San Diego-Chula Vista-Carlsbad, CA	33.72%	2.21%
San Jose-San Francisco-Oakland, CA	46.34%	2.35%
Seattle-Tacoma, WA	31.57%	2.29%
Spokane-Spokane Valley-Coeur d'Alene, WA-ID	17.67%	2.13%
St. Louis-St. Charles-Farmington, MO-IL	20.03%	2.04%
Tucson-Nogales, AZ	19.28%	2.01%
Virginia Beach-Norfolk, VA-NC	18.80%	1.99%
Washington-Baltimore-Arlington, DC-MD-VA-WV-PA	33.94%	2.22%
<b>Total/Averages</b>	<b>25.88%</b>	<b>2.06%</b>

The 2025 locality rate replaces the 2024 locality rate. It is not paid in addition to or on top of the 2024 locality rate. [The 2025 locality pay area definitions](#) are available on OPM's website.