

Salary Table 2025-AL (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 20.77%
For the Locality Pay Area of Albany-Schenectady, NY-MA
Total Increase: 2.14%
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	\$ 12.94	\$ 13.37	\$ 13.80	\$ 14.23	\$ 14.66	\$ 14.91	\$ 15.34	\$ 15.77	\$ 15.78	\$ 16.19
	O	19.41	20.06	20.70	21.35	21.99	22.37	23.01	23.66	23.67	24.29
2	B	14.55	14.90	15.38	15.78	15.96	16.43	16.90	17.37	17.84	18.31
	O	21.83	22.35	23.07	23.67	23.94	24.65	25.35	26.06	26.76	27.47
3	B	19.05	19.58	20.11	20.64	21.16	21.69	22.22	22.75	23.28	23.81
	O	28.58	29.37	30.17	30.96	31.74	32.54	33.33	34.13	34.92	35.72
4	B	21.39	21.98	22.57	23.17	23.76	24.36	24.95	25.55	26.14	26.74
	O	32.09	32.97	33.86	34.76	35.64	36.54	37.43	38.33	39.21	40.11
5	B	24.59	25.25	25.92	26.58	27.25	27.91	28.57	29.24	29.90	30.57
	O	36.89	37.88	38.88	39.87	40.88	41.87	42.86	43.86	44.85	45.86
6	B	25.93	26.67	27.41	28.15	28.89	29.63	30.37	31.11	31.85	32.60
	O	38.90	40.01	41.12	42.23	43.34	44.45	45.56	46.67	47.78	48.90
7	B	27.99	28.81	29.64	30.46	31.29	32.11	32.93	33.76	34.58	35.40
	O	41.99	43.22	44.46	45.69	46.94	48.17	49.40	50.64	51.57	51.57
8	B	29.18	30.09	31.00	31.91	32.82	33.74	34.65	35.56	36.47	37.38
	O	43.77	45.14	46.50	47.87	49.23	50.61	51.57	51.57	51.57	51.57
9	B	31.22	32.22	33.23	34.24	35.24	36.25	37.26	38.26	39.27	40.28
	O	46.83	48.33	49.85	51.36	51.57	51.57	51.57	51.57	51.57	51.57
10	B	34.38	35.48	36.59	37.70	38.81	39.92	41.03	42.14	43.25	44.36
	O	51.57	51.57	51.57	51.57	51.57	51.57	51.57	51.57	51.57	51.57
11	B	36.55	37.77	38.99	40.21	41.42	42.64	43.86	45.08	46.30	47.51
	O	51.57	51.57	51.57	51.57	51.57	51.57	51.57	51.57	51.57	51.57
12	B	43.81	45.27	46.73	48.19	49.65	51.11	52.57	54.03	55.49	56.95
	O	51.57	51.57	51.57	51.57	51.57	51.57	52.57	54.03	55.49	56.95
13	B	52.10	53.83	55.57	57.31	59.04	60.78	62.52	64.25	65.99	67.72
	O	52.10	53.83	55.57	57.31	59.04	60.78	62.52	64.25	65.99	67.72
14	B	61.56	63.61	65.67	67.72	69.77	71.82	73.87	75.92	77.98	80.03
	O	61.56	63.61	65.67	67.72	69.77	71.82	73.87	75.92	77.98	80.03
15	B	72.41	74.83	77.24	79.65	82.07	84.48	86.89	89.31	91.72	93.53
	O	72.41	74.83	77.24	79.65	82.07	84.48	86.89	89.31	91.72	93.53

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Note: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

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/>