

Salary Table 2025-AQ (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.33%
For the Locality Pay Area of Albuquerque-Santa Fe-Las Vegas, NM
Total Increase: 1.94%
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	\$ 12.68	\$ 13.10	\$ 13.52	\$ 13.94	\$ 14.37	\$ 14.61	\$ 15.03	\$ 15.45	\$ 15.47	\$ 15.86
	O	19.02	19.65	20.28	20.91	21.56	21.92	22.55	23.18	23.21	23.79
2	B	14.26	14.59	15.07	15.47	15.64	16.10	16.56	17.02	17.48	17.94
	O	21.39	21.89	22.61	23.21	23.46	24.15	24.84	25.53	26.22	26.91
3	B	18.66	19.18	19.70	20.22	20.74	21.26	21.77	22.29	22.81	23.33
	O	27.99	28.77	29.55	30.33	31.11	31.89	32.66	33.44	34.22	35.00
4	B	20.95	21.54	22.12	22.70	23.28	23.87	24.45	25.03	25.61	26.19
	O	31.43	32.31	33.18	34.05	34.92	35.81	36.68	37.55	38.42	39.29
5	B	24.09	24.74	25.39	26.04	26.69	27.35	28.00	28.65	29.30	29.95
	O	36.14	37.11	38.09	39.06	40.04	41.03	42.00	42.98	43.95	44.93
6	B	25.40	26.13	26.86	27.58	28.31	29.03	29.76	30.48	31.21	31.94
	O	38.10	39.20	40.29	41.37	42.47	43.55	44.64	45.72	46.82	47.91
7	B	27.43	28.23	29.04	29.85	30.65	31.46	32.27	33.07	33.88	34.69
	O	41.15	42.35	43.56	44.78	45.98	47.19	48.41	49.61	50.52	50.52
8	B	28.59	29.48	30.37	31.27	32.16	33.05	33.95	34.84	35.73	36.63
	O	42.89	44.22	45.56	46.91	48.24	49.58	50.52	50.52	50.52	50.52
9	B	30.59	31.57	32.56	33.55	34.53	35.52	36.51	37.49	38.48	39.47
	O	45.89	47.36	48.84	50.33	50.52	50.52	50.52	50.52	50.52	50.52
10	B	33.68	34.77	35.85	36.94	38.03	39.11	40.20	41.29	42.37	43.46
	O	50.52	50.52	50.52	50.52	50.52	50.52	50.52	50.52	50.52	50.52
11	B	35.81	37.01	38.20	39.39	40.59	41.78	42.97	44.17	45.36	46.55
	O	50.52	50.52	50.52	50.52	50.52	50.52	50.52	50.52	50.52	50.52
12	B	42.92	44.36	45.79	47.22	48.65	50.08	51.51	52.94	54.37	55.80
	O	50.52	50.52	50.52	50.52	50.52	50.52	51.51	52.94	54.37	55.80
13	B	51.04	52.74	54.45	56.15	57.85	59.55	61.25	62.95	64.66	66.36
	O	51.04	52.74	54.45	56.15	57.85	59.55	61.25	62.95	64.66	66.36
14	B	60.32	62.33	64.34	66.35	68.36	70.37	72.38	74.39	76.40	78.41
	O	60.32	62.33	64.34	66.35	68.36	70.37	72.38	74.39	76.40	78.41
15	B	70.95	73.31	75.68	78.04	80.41	82.77	85.14	87.50	89.87	92.23
	O	70.95	73.31	75.68	78.04	80.41	82.77	85.14	87.50	89.87	92.23

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/>