

Salary Table 2025-AU (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 20.35%
For the Locality Pay Area of Austin-Round Rock-Georgetown, TX
Total Increase: 2.01%
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	\$ 12.89	\$ 13.33	\$ 13.76	\$ 14.18	\$ 14.61	\$ 14.86	\$ 15.29	\$ 15.71	\$ 15.73	\$ 16.13
	O	19.34	20.00	20.64	21.27	21.92	22.29	22.94	23.57	23.60	24.20
2	B	14.50	14.84	15.32	15.73	15.91	16.37	16.84	17.31	17.78	18.24
	O	21.75	22.26	22.98	23.60	23.87	24.56	25.26	25.97	26.67	27.36
3	B	18.98	19.51	20.04	20.56	21.09	21.62	22.15	22.67	23.20	23.73
	O	28.47	29.27	30.06	30.84	31.64	32.43	33.23	34.01	34.80	35.60
4	B	21.31	21.90	22.50	23.09	23.68	24.27	24.87	25.46	26.05	26.64
	O	31.97	32.85	33.75	34.64	35.52	36.41	37.31	38.19	39.08	39.96
5	B	24.50	25.16	25.83	26.49	27.15	27.81	28.47	29.14	29.80	30.46
	O	36.75	37.74	38.75	39.74	40.73	41.72	42.71	43.71	44.70	45.69
6	B	25.84	26.58	27.31	28.05	28.79	29.53	30.27	31.01	31.74	32.48
	O	38.76	39.87	40.97	42.08	43.19	44.30	45.41	46.52	47.61	48.72
7	B	27.89	28.71	29.54	30.36	31.18	32.00	32.82	33.64	34.46	35.28
	O	41.84	43.07	44.31	45.54	46.77	48.00	49.23	50.46	51.39	51.39
8	B	29.07	29.98	30.89	31.80	32.71	33.62	34.53	35.44	36.34	37.25
	O	43.61	44.97	46.34	47.70	49.07	50.43	51.39	51.39	51.39	51.39
9	B	31.11	32.11	33.11	34.12	35.12	36.13	37.13	38.13	39.14	40.14
	O	46.67	48.17	49.67	51.18	51.39	51.39	51.39	51.39	51.39	51.39
10	B	34.26	35.36	36.47	37.57	38.68	39.78	40.89	41.99	43.10	44.20
	O	51.39	51.39	51.39	51.39	51.39	51.39	51.39	51.39	51.39	51.39
11	B	36.42	37.64	38.85	40.07	41.28	42.49	43.71	44.92	46.14	47.35
	O	51.39	51.39	51.39	51.39	51.39	51.39	51.39	51.39	51.39	51.39
12	B	43.66	45.11	46.57	48.02	49.48	50.93	52.39	53.85	55.30	56.76
	O	51.39	51.39	51.39	51.39	51.39	51.39	52.39	53.85	55.30	56.76
13	B	51.91	53.64	55.38	57.11	58.84	60.57	62.30	64.03	65.76	67.49
	O	51.91	53.64	55.38	57.11	58.84	60.57	62.30	64.03	65.76	67.49
14	B	61.35	63.39	65.44	67.48	69.53	71.57	73.62	75.66	77.71	79.75
	O	61.35	63.39	65.44	67.48	69.53	71.57	73.62	75.66	77.71	79.75
15	B	72.16	74.56	76.97	79.38	81.78	84.19	86.59	89.00	91.40	93.53
	O	72.16	74.56	76.97	79.38	81.78	84.19	86.59	89.00	91.40	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/>