

Salary Table 2025-BOS (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 32.58%
For the Locality Pay Area of Boston-Worcester-Providence, MA-RI-NH-CT-ME-VT

Total Increase: 2.17%

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	\$ 14.20	\$ 14.68	\$ 15.15	\$ 15.62	\$ 16.09	\$ 16.37	\$ 16.84	\$ 17.31	\$ 17.33	\$ 17.77
	O	21.30	22.02	22.73	23.43	24.14	24.56	25.26	25.97	26.00	26.66
2	B	15.97	16.35	16.88	17.33	17.52	18.04	18.55	19.07	19.58	20.10
	O	23.96	24.53	25.32	26.00	26.28	27.06	27.83	28.61	29.37	30.15
3	B	20.91	21.49	22.07	22.65	23.23	23.82	24.40	24.98	25.56	26.14
	O	31.37	32.24	33.11	33.98	34.85	35.73	36.60	37.47	38.34	39.21
4	B	23.48	24.13	24.78	25.43	26.09	26.74	27.39	28.04	28.70	29.35
	O	35.22	36.20	37.17	38.15	39.14	40.11	41.09	42.06	43.05	44.03
5	B	26.99	27.72	28.45	29.18	29.91	30.64	31.37	32.10	32.83	33.56
	O	40.49	41.58	42.68	43.77	44.87	45.96	47.06	48.15	49.25	50.34
6	B	28.46	29.28	30.09	30.90	31.72	32.53	33.34	34.16	34.97	35.78
	O	42.69	43.92	45.14	46.35	47.58	48.80	50.01	51.24	52.46	53.67
7	B	30.73	31.63	32.54	33.44	34.34	35.25	36.15	37.06	37.96	38.86
	O	46.10	47.45	48.81	50.16	51.51	52.88	54.23	55.59	56.61	56.61
8	B	32.03	33.03	34.03	35.03	36.03	37.03	38.04	39.04	40.04	41.04
	O	48.05	49.55	51.05	52.55	54.05	55.55	56.61	56.61	56.61	56.61
9	B	34.27	35.37	36.48	37.59	38.69	39.80	40.90	42.01	43.11	44.22
	O	51.41	53.06	54.72	56.39	56.61	56.61	56.61	56.61	56.61	56.61
10	B	37.74	38.95	40.17	41.39	42.61	43.82	45.04	46.26	47.48	48.69
	O	56.61	56.61	56.61	56.61	56.61	56.61	56.61	56.61	56.61	56.61
11	B	40.13	41.46	42.80	44.14	45.47	46.81	48.15	49.49	50.82	52.16
	O	56.61	56.61	56.61	56.61	56.61	56.61	56.61	56.61	56.61	56.61
12	B	48.09	49.70	51.30	52.90	54.51	56.11	57.71	59.32	60.92	62.52
	O	56.61	56.61	56.61	56.61	56.61	56.61	57.71	59.32	60.92	62.52
13	B	57.19	59.10	61.00	62.91	64.82	66.72	68.63	70.53	72.44	74.35
	O	57.19	59.10	61.00	62.91	64.82	66.72	68.63	70.53	72.44	74.35
14	B	67.58	69.83	72.09	74.34	76.59	78.84	81.10	83.35	85.60	87.85
	O	67.58	69.83	72.09	74.34	76.59	78.84	81.10	83.35	85.60	87.85
15	B	79.49	82.14	84.79	87.44	90.09	92.74	93.53	93.53	93.53	93.53
	O	79.49	82.14	84.79	87.44	90.09	92.74	93.53	93.53	93.53	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/>