

**Salary Table 2025-BU (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.41%**  
**For the Locality Pay Area of Buffalo-Cheektowaga-Olean, NY**  
**Total Increase: 2.05%**  
**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	\$ 13.11	\$ 13.55	\$ 13.99	\$ 14.43	\$ 14.86	\$ 15.11	\$ 15.55	\$ 15.98	\$ 16.00	\$ 16.41
	O	19.67	20.33	20.99	21.65	22.29	22.67	23.33	23.97	24.00	24.62
2	B	14.75	15.10	15.59	16.00	16.18	16.65	17.13	17.61	18.08	18.56
	O	22.13	22.65	23.39	24.00	24.27	24.98	25.70	26.42	27.12	27.84
3	B	19.31	19.84	20.38	20.92	21.45	21.99	22.52	23.06	23.60	24.13
	O	28.97	29.76	30.57	31.38	32.18	32.99	33.78	34.59	35.40	36.20
4	B	21.68	22.28	22.88	23.48	24.09	24.69	25.29	25.89	26.50	27.10
	O	32.52	33.42	34.32	35.22	36.14	37.04	37.94	38.84	39.75	40.65
5	B	24.92	25.60	26.27	26.94	27.62	28.29	28.96	29.64	30.31	30.98
	O	37.38	38.40	39.41	40.41	41.43	42.44	43.44	44.46	45.47	46.47
6	B	26.28	27.03	27.78	28.53	29.28	30.03	30.79	31.54	32.29	33.04
	O	39.42	40.55	41.67	42.80	43.92	45.05	46.19	47.31	48.44	49.56
7	B	28.37	29.21	30.04	30.88	31.71	32.54	33.38	34.21	35.05	35.88
	O	42.56	43.82	45.06	46.32	47.57	48.81	50.07	51.32	52.26	52.26
8	B	29.57	30.50	31.42	32.34	33.27	34.19	35.12	36.04	36.97	37.89
	O	44.36	45.75	47.13	48.51	49.91	51.29	52.26	52.26	52.26	52.26
9	B	31.64	32.66	33.68	34.70	35.72	36.74	37.76	38.78	39.81	40.83
	O	47.46	48.99	50.52	52.05	52.26	52.26	52.26	52.26	52.26	52.26
10	B	34.84	35.97	37.09	38.21	39.34	40.46	41.59	42.71	43.83	44.96
	O	52.26	52.26	52.26	52.26	52.26	52.26	52.26	52.26	52.26	52.26
11	B	37.05	38.28	39.52	40.75	41.99	43.22	44.46	45.69	46.92	48.16
	O	52.26	52.26	52.26	52.26	52.26	52.26	52.26	52.26	52.26	52.26
12	B	44.40	45.88	47.37	48.85	50.33	51.81	53.29	54.77	56.25	57.73
	O	52.26	52.26	52.26	52.26	52.26	52.26	53.29	54.77	56.25	57.73
13	B	52.80	54.56	56.32	58.08	59.84	61.60	63.36	65.12	66.88	68.64
	O	52.80	54.56	56.32	58.08	59.84	61.60	63.36	65.12	66.88	68.64
14	B	62.40	64.48	66.56	68.64	70.72	72.80	74.88	76.96	79.04	81.12
	O	62.40	64.48	66.56	68.64	70.72	72.80	74.88	76.96	79.04	81.12
15	B	73.39	75.84	78.29	80.73	83.18	85.63	88.07	90.52	92.97	93.53
	O	73.39	75.84	78.29	80.73	83.18	85.63	88.07	90.52	92.97	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/>