

Salary Table 2025-CLE (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.23%
For the Locality Pay Area of Cleveland-Akron-Canton, OH-PA
Total Increase: 1.88%
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	\$ 13.10	\$ 13.53	\$ 13.97	\$ 14.40	\$ 14.84	\$ 15.09	\$ 15.52	\$ 15.96	\$ 15.98	\$ 16.38
	O	19.65	20.30	20.96	21.60	22.26	22.64	23.28	23.94	23.97	24.57
2	B	14.72	15.08	15.56	15.98	16.15	16.63	17.10	17.58	18.05	18.53
	O	22.08	22.62	23.34	23.97	24.23	24.95	25.65	26.37	27.08	27.80
3	B	19.28	19.81	20.35	20.89	21.42	21.96	22.49	23.03	23.56	24.10
	O	28.92	29.72	30.53	31.34	32.13	32.94	33.74	34.55	35.34	36.15
4	B	21.64	22.25	22.85	23.45	24.05	24.65	25.25	25.86	26.46	27.06
	O	32.46	33.38	34.28	35.18	36.08	36.98	37.88	38.79	39.69	40.59
5	B	24.89	25.56	26.23	26.90	27.57	28.25	28.92	29.59	30.26	30.94
	O	37.34	38.34	39.35	40.35	41.36	42.38	43.38	44.39	45.39	46.41
6	B	26.24	26.99	27.74	28.49	29.24	29.99	30.74	31.49	32.24	32.99
	O	39.36	40.49	41.61	42.74	43.86	44.99	46.11	47.24	48.36	49.49
7	B	28.33	29.16	30.00	30.83	31.66	32.50	33.33	34.16	35.00	35.83
	O	42.50	43.74	45.00	46.25	47.49	48.75	50.00	51.24	52.19	52.19
8	B	29.53	30.45	31.37	32.30	33.22	34.14	35.07	35.99	36.91	37.84
	O	44.30	45.68	47.06	48.45	49.83	51.21	52.19	52.19	52.19	52.19
9	B	31.59	32.61	33.63	34.65	35.67	36.69	37.71	38.73	39.75	40.77
	O	47.39	48.92	50.45	51.98	52.19	52.19	52.19	52.19	52.19	52.19
10	B	34.79	35.91	37.04	38.16	39.28	40.40	41.52	42.65	43.77	44.89
	O	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19
11	B	36.99	38.23	39.46	40.69	41.92	43.16	44.39	45.62	46.86	48.09
	O	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19
12	B	44.34	45.82	47.30	48.77	50.25	51.73	53.21	54.69	56.16	57.64
	O	52.19	52.19	52.19	52.19	52.19	52.19	53.21	54.69	56.16	57.64
13	B	52.73	54.48	56.24	58.00	59.76	61.51	63.27	65.03	66.79	68.54
	O	52.73	54.48	56.24	58.00	59.76	61.51	63.27	65.03	66.79	68.54
14	B	62.31	64.38	66.46	68.54	70.61	72.69	74.77	76.84	78.92	81.00
	O	62.31	64.38	66.46	68.54	70.61	72.69	74.77	76.84	78.92	81.00
15	B	73.29	75.73	78.17	80.62	83.06	85.50	87.94	90.39	92.83	93.53
	O	73.29	75.73	78.17	80.62	83.06	85.50	87.94	90.39	92.83	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/>