

Salary Table 2025-COL (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.15%
For the Locality Pay Area of Columbus-Marion-Zanesville, OH
Total Increase: 1.99%
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	\$ 13.09	\$ 13.53	\$ 13.96	\$ 14.39	\$ 14.83	\$ 15.08	\$ 15.51	\$ 15.95	\$ 15.97	\$ 16.37
	O	19.64	20.30	20.94	21.59	22.25	22.62	23.27	23.93	23.96	24.56
2	B	14.72	15.07	15.55	15.97	16.14	16.62	17.09	17.57	18.04	18.52
	O	22.08	22.61	23.33	23.96	24.21	24.93	25.64	26.36	27.06	27.78
3	B	19.27	19.80	20.34	20.87	21.41	21.94	22.48	23.01	23.55	24.08
	O	28.91	29.70	30.51	31.31	32.12	32.91	33.72	34.52	35.33	36.12
4	B	21.63	22.23	22.83	23.43	24.03	24.64	25.24	25.84	26.44	27.04
	O	32.45	33.35	34.25	35.15	36.05	36.96	37.86	38.76	39.66	40.56
5	B	24.87	25.54	26.21	26.88	27.56	28.23	28.90	29.57	30.24	30.92
	O	37.31	38.31	39.32	40.32	41.34	42.35	43.35	44.36	45.36	46.38
6	B	26.23	26.97	27.72	28.47	29.22	29.97	30.72	31.47	32.22	32.97
	O	39.35	40.46	41.58	42.71	43.83	44.96	46.08	47.21	48.33	49.46
7	B	28.31	29.14	29.98	30.81	31.64	32.48	33.31	34.14	34.97	35.81
	O	42.47	43.71	44.97	46.22	47.46	48.72	49.97	51.21	52.16	52.16
8	B	29.51	30.43	31.35	32.28	33.20	34.12	35.04	35.97	36.89	37.81
	O	44.27	45.65	47.03	48.42	49.80	51.18	52.16	52.16	52.16	52.16
9	B	31.57	32.59	33.61	34.63	35.65	36.67	37.68	38.70	39.72	40.74
	O	47.36	48.89	50.42	51.95	52.16	52.16	52.16	52.16	52.16	52.16
10	B	34.77	35.89	37.01	38.13	39.25	40.38	41.50	42.62	43.74	44.86
	O	52.16	52.16	52.16	52.16	52.16	52.16	52.16	52.16	52.16	52.16
11	B	36.97	38.20	39.43	40.66	41.90	43.13	44.36	45.59	46.83	48.06
	O	52.16	52.16	52.16	52.16	52.16	52.16	52.16	52.16	52.16	52.16
12	B	44.31	45.79	47.26	48.74	50.22	51.70	53.17	54.65	56.13	57.61
	O	52.16	52.16	52.16	52.16	52.16	52.16	53.17	54.65	56.13	57.61
13	B	52.69	54.45	56.20	57.96	59.72	61.47	63.23	64.99	66.74	68.50
	O	52.69	54.45	56.20	57.96	59.72	61.47	63.23	64.99	66.74	68.50
14	B	62.26	64.34	66.41	68.49	70.57	72.64	74.72	76.79	78.87	80.94
	O	62.26	64.34	66.41	68.49	70.57	72.64	74.72	76.79	78.87	80.94
15	B	73.24	75.68	78.12	80.56	83.00	85.45	87.89	90.33	92.77	93.53
	O	73.24	75.68	78.12	80.56	83.00	85.45	87.89	90.33	92.77	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/>