

**Salary Table 2025-CS (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 20.15%**  
**For the Locality Pay Area of Colorado Springs, CO**  
**Total Increase: 2.06%**  
**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   | \$ 12.87 | \$ 13.30 | \$ 13.73 | \$ 14.16 | \$ 14.59 | \$ 14.84 | \$ 15.26 | \$ 15.69 | \$ 15.70 | \$ 16.10 |
|       | O   | 19.31    | 19.95    | 20.60    | 21.24    | 21.89    | 22.26    | 22.89    | 23.54    | 23.55    | 24.15    |
| 2     | B   | 14.47    | 14.82    | 15.30    | 15.70    | 15.88    | 16.35    | 16.81    | 17.28    | 17.75    | 18.21    |
|       | O   | 21.71    | 22.23    | 22.95    | 23.55    | 23.82    | 24.53    | 25.22    | 25.92    | 26.63    | 27.32    |
| 3     | B   | 18.95    | 19.48    | 20.00    | 20.53    | 21.06    | 21.58    | 22.11    | 22.63    | 23.16    | 23.69    |
|       | O   | 28.43    | 29.22    | 30.00    | 30.80    | 31.59    | 32.37    | 33.17    | 33.95    | 34.74    | 35.54    |
| 4     | B   | 21.28    | 21.87    | 22.46    | 23.05    | 23.64    | 24.23    | 24.82    | 25.41    | 26.01    | 26.60    |
|       | O   | 31.92    | 32.81    | 33.69    | 34.58    | 35.46    | 36.35    | 37.23    | 38.12    | 39.02    | 39.90    |
| 5     | B   | 24.46    | 25.12    | 25.78    | 26.44    | 27.11    | 27.77    | 28.43    | 29.09    | 29.75    | 30.41    |
|       | O   | 36.69    | 37.68    | 38.67    | 39.66    | 40.67    | 41.66    | 42.65    | 43.64    | 44.63    | 45.62    |
| 6     | B   | 25.80    | 26.53    | 27.27    | 28.01    | 28.74    | 29.48    | 30.22    | 30.95    | 31.69    | 32.43    |
|       | O   | 38.70    | 39.80    | 40.91    | 42.02    | 43.11    | 44.22    | 45.33    | 46.43    | 47.54    | 48.65    |
| 7     | B   | 27.85    | 28.67    | 29.49    | 30.31    | 31.12    | 31.94    | 32.76    | 33.58    | 34.40    | 35.22    |
|       | O   | 41.78    | 43.01    | 44.24    | 45.47    | 46.68    | 47.91    | 49.14    | 50.37    | 51.30    | 51.30    |
| 8     | B   | 29.03    | 29.93    | 30.84    | 31.75    | 32.65    | 33.56    | 34.47    | 35.38    | 36.28    | 37.19    |
|       | O   | 43.55    | 44.90    | 46.26    | 47.63    | 48.98    | 50.34    | 51.30    | 51.30    | 51.30    | 51.30    |
| 9     | B   | 31.06    | 32.06    | 33.06    | 34.06    | 35.06    | 36.07    | 37.07    | 38.07    | 39.07    | 40.07    |
|       | O   | 46.59    | 48.09    | 49.59    | 51.09    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    |
| 10    | B   | 34.20    | 35.30    | 36.41    | 37.51    | 38.61    | 39.71    | 40.82    | 41.92    | 43.02    | 44.13    |
|       | O   | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    |
| 11    | B   | 36.36    | 37.58    | 38.79    | 40.00    | 41.21    | 42.42    | 43.63    | 44.85    | 46.06    | 47.27    |
|       | O   | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    |
| 12    | B   | 43.58    | 45.04    | 46.49    | 47.94    | 49.40    | 50.85    | 52.30    | 53.76    | 55.21    | 56.66    |
|       | O   | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 51.30    | 52.30    | 53.76    | 55.21    | 56.66    |
| 13    | B   | 51.83    | 53.56    | 55.28    | 57.01    | 58.74    | 60.47    | 62.19    | 63.92    | 65.65    | 67.38    |
|       | O   | 51.83    | 53.56    | 55.28    | 57.01    | 58.74    | 60.47    | 62.19    | 63.92    | 65.65    | 67.38    |
| 14    | B   | 61.24    | 63.29    | 65.33    | 67.37    | 69.41    | 71.45    | 73.49    | 75.54    | 77.58    | 79.62    |
|       | O   | 61.24    | 63.29    | 65.33    | 67.37    | 69.41    | 71.45    | 73.49    | 75.54    | 77.58    | 79.62    |
| 15    | B   | 72.04    | 74.44    | 76.84    | 79.24    | 81.64    | 84.05    | 86.45    | 88.85    | 91.25    | 93.53    |
|       | O   | 72.04    | 74.44    | 76.84    | 79.24    | 81.64    | 84.05    | 86.45    | 88.85    | 91.25    | 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/>