

Salary Table 2025-FN (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 17.65%
For the Locality Pay Area of Fresno-Madera-Hanford, CA
Total Increase: 2.13%
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	\$ 12.61	\$ 13.03	\$ 13.45	\$ 13.86	\$ 14.28	\$ 14.53	\$ 14.94	\$ 15.36	\$ 15.38	\$ 15.77
	O	18.92	19.55	20.18	20.79	21.42	21.80	22.41	23.04	23.07	23.66
2	B	14.17	14.51	14.98	15.38	15.55	16.01	16.46	16.92	17.38	17.84
	O	21.26	21.77	22.47	23.07	23.33	24.02	24.69	25.38	26.07	26.76
3	B	18.56	19.07	19.59	20.10	20.62	21.13	21.65	22.16	22.68	23.19
	O	27.84	28.61	29.39	30.15	30.93	31.70	32.48	33.24	34.02	34.79
4	B	20.83	21.41	21.99	22.57	23.15	23.73	24.31	24.89	25.47	26.04
	O	31.25	32.12	32.99	33.86	34.73	35.60	36.47	37.34	38.21	39.06
5	B	23.95	24.60	25.25	25.89	26.54	27.19	27.84	28.48	29.13	29.78
	O	35.93	36.90	37.88	38.84	39.81	40.79	41.76	42.72	43.70	44.67
6	B	25.26	25.98	26.70	27.42	28.15	28.87	29.59	30.31	31.03	31.75
	O	37.89	38.97	40.05	41.13	42.23	43.31	44.39	45.47	46.55	47.63
7	B	27.27	28.07	28.87	29.67	30.48	31.28	32.08	32.88	33.69	34.49
	O	40.91	42.11	43.31	44.51	45.72	46.92	48.12	49.32	50.24	50.24
8	B	28.42	29.31	30.20	31.09	31.98	32.86	33.75	34.64	35.53	36.42
	O	42.63	43.97	45.30	46.64	47.97	49.29	50.24	50.24	50.24	50.24
9	B	30.41	31.39	32.37	33.35	34.33	35.31	36.30	37.28	38.26	39.24
	O	45.62	47.09	48.56	50.03	50.24	50.24	50.24	50.24	50.24	50.24
10	B	33.49	34.57	35.65	36.73	37.81	38.89	39.97	41.05	42.13	43.21
	O	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24
11	B	35.61	36.79	37.98	39.17	40.35	41.54	42.73	43.91	45.10	46.29
	O	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24
12	B	42.68	44.10	45.52	46.95	48.37	49.79	51.21	52.64	54.06	55.48
	O	50.24	50.24	50.24	50.24	50.24	50.24	51.21	52.64	54.06	55.48
13	B	50.75	52.44	54.13	55.82	57.52	59.21	60.90	62.59	64.28	65.98
	O	50.75	52.44	54.13	55.82	57.52	59.21	60.90	62.59	64.28	65.98
14	B	59.97	61.97	63.97	65.97	67.97	69.97	71.96	73.96	75.96	77.96
	O	59.97	61.97	63.97	65.97	67.97	69.97	71.96	73.96	75.96	77.96
15	B	70.54	72.89	75.24	77.60	79.95	82.30	84.65	87.00	89.35	91.70
	O	70.54	72.89	75.24	77.60	79.95	82.30	84.65	87.00	89.35	91.70

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/>