

Salary Table 2025-KC (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.97%
For the Locality Pay Area of Kansas City-Overland Park-Kansas City, MO-KS
Total Increase: 1.97%
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	\$ 12.75	\$ 13.17	\$ 13.60	\$ 14.02	\$ 14.44	\$ 14.69	\$ 15.11	\$ 15.53	\$ 15.55	\$ 15.94
	O	19.13	19.76	20.40	21.03	21.66	22.04	22.67	23.30	23.33	23.91
2	B	14.33	14.67	15.15	15.55	15.72	16.19	16.65	17.11	17.57	18.04
	O	21.50	22.01	22.73	23.33	23.58	24.29	24.98	25.67	26.36	27.06
3	B	18.77	19.29	19.81	20.33	20.85	21.37	21.89	22.41	22.93	23.45
	O	28.16	28.94	29.72	30.50	31.28	32.06	32.84	33.62	34.40	35.18
4	B	21.07	21.65	22.24	22.82	23.41	23.99	24.58	25.17	25.75	26.34
	O	31.61	32.48	33.36	34.23	35.12	35.99	36.87	37.76	38.63	39.51
5	B	24.22	24.88	25.53	26.18	26.84	27.49	28.15	28.80	29.46	30.11
	O	36.33	37.32	38.30	39.27	40.26	41.24	42.23	43.20	44.19	45.17
6	B	25.54	26.27	27.00	27.73	28.46	29.19	29.92	30.65	31.38	32.11
	O	38.31	39.41	40.50	41.60	42.69	43.79	44.88	45.98	47.07	48.17
7	B	27.57	28.39	29.20	30.01	30.82	31.63	32.44	33.25	34.06	34.87
	O	41.36	42.59	43.80	45.02	46.23	47.45	48.66	49.88	50.79	50.79
8	B	28.74	29.64	30.54	31.44	32.33	33.23	34.13	35.03	35.93	36.83
	O	43.11	44.46	45.81	47.16	48.50	49.85	50.79	50.79	50.79	50.79
9	B	30.75	31.74	32.74	33.73	34.72	35.71	36.70	37.69	38.69	39.68
	O	46.13	47.61	49.11	50.60	50.79	50.79	50.79	50.79	50.79	50.79
10	B	33.86	34.96	36.05	37.14	38.23	39.32	40.42	41.51	42.60	43.69
	O	50.79	50.79	50.79	50.79	50.79	50.79	50.79	50.79	50.79	50.79
11	B	36.01	37.21	38.41	39.61	40.81	42.01	43.21	44.41	45.61	46.81
	O	50.79	50.79	50.79	50.79	50.79	50.79	50.79	50.79	50.79	50.79
12	B	43.16	44.60	46.03	47.47	48.91	50.35	51.79	53.23	54.67	56.11
	O	50.79	50.79	50.79	50.79	50.79	50.79	51.79	53.23	54.67	56.11
13	B	51.32	53.03	54.74	56.45	58.16	59.87	61.58	63.29	65.00	66.72
	O	51.32	53.03	54.74	56.45	58.16	59.87	61.58	63.29	65.00	66.72
14	B	60.64	62.66	64.69	66.71	68.73	70.75	72.77	74.79	76.81	78.84
	O	60.64	62.66	64.69	66.71	68.73	70.75	72.77	74.79	76.81	78.84
15	B	71.33	73.71	76.09	78.47	80.84	83.22	85.60	87.98	90.35	92.73
	O	71.33	73.71	76.09	78.47	80.84	83.22	85.60	87.98	90.35	92.73

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/>