

Salary Table 2025-LR (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 21.59%
For the Locality Pay Area of Laredo, TX
Total Increase: 1.92%
Effective January 2025

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,188	\$ 28,099	\$ 29,003	\$ 29,904	\$ 30,806	\$ 31,334	\$ 32,229	\$ 33,130	\$ 33,166	\$ 34,009
2	30,570	31,297	32,310	33,166	33,538	34,524	35,510	36,496	37,483	38,469
3	40,025	41,136	42,248	43,359	44,470	45,582	46,693	47,804	48,916	50,027
4	44,936	46,185	47,433	48,682	49,931	51,180	52,428	53,677	54,926	56,175
5	51,664	53,059	54,455	55,851	57,247	58,643	60,039	61,435	62,830	64,226
6	54,481	56,037	57,594	59,150	60,706	62,263	63,819	65,375	66,932	68,488
7	58,814	60,545	62,275	64,005	65,735	67,465	69,196	70,926	72,656	74,386
8	61,302	63,218	65,135	67,051	68,967	70,883	72,800	74,716	76,632	78,548
9	65,592	67,707	69,823	71,939	74,054	76,170	78,286	80,401	82,517	84,633
10	72,231	74,560	76,890	79,220	81,549	83,879	86,209	88,538	90,868	93,198
11	76,800	79,359	81,919	84,478	87,038	89,597	92,157	94,716	97,276	99,835
12	92,051	95,120	98,189	101,258	104,327	107,396	110,465	113,533	116,602	119,671
13	109,461	113,110	116,759	120,408	124,057	127,706	131,355	135,004	138,653	142,302
14	129,350	133,661	137,973	142,285	146,596	150,908	155,219	159,531	163,843	168,154
15	152,149	157,221	162,292	167,364	172,435	177,507	182,578	187,650	192,721	195,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>