

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

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	\$ 13.03	\$ 13.46	\$ 13.90	\$ 14.33	\$ 14.76	\$ 15.01	\$ 15.44	\$ 15.87	\$ 15.89	\$ 16.30
	O	19.55	20.19	20.85	21.50	22.14	22.52	23.16	23.81	23.84	24.45
2	B	14.65	15.00	15.48	15.89	16.07	16.54	17.01	17.49	17.96	18.43
	O	21.98	22.50	23.22	23.84	24.11	24.81	25.52	26.24	26.94	27.65
3	B	19.18	19.71	20.24	20.78	21.31	21.84	22.37	22.91	23.44	23.97
	O	28.77	29.57	30.36	31.17	31.97	32.76	33.56	34.37	35.16	35.96
4	B	21.53	22.13	22.73	23.33	23.92	24.52	25.12	25.72	26.32	26.92
	O	32.30	33.20	34.10	35.00	35.88	36.78	37.68	38.58	39.48	40.38
5	B	24.76	25.42	26.09	26.76	27.43	28.10	28.77	29.44	30.11	30.77
	O	37.14	38.13	39.14	40.14	41.15	42.15	43.16	44.16	45.17	46.16
6	B	26.10	26.85	27.60	28.34	29.09	29.83	30.58	31.32	32.07	32.82
	O	39.15	40.28	41.40	42.51	43.64	44.75	45.87	46.98	48.11	49.23
7	B	28.18	29.01	29.84	30.67	31.50	32.33	33.16	33.98	34.81	35.64
	O	42.27	43.52	44.76	46.01	47.25	48.50	49.74	50.97	51.92	51.92
8	B	29.37	30.29	31.21	32.13	33.05	33.96	34.88	35.80	36.72	37.64
	O	44.06	45.44	46.82	48.20	49.58	50.94	51.92	51.92	51.92	51.92
9	B	31.43	32.44	33.46	34.47	35.48	36.50	37.51	38.52	39.54	40.55
	O	47.15	48.66	50.19	51.71	51.92	51.92	51.92	51.92	51.92	51.92
10	B	34.61	35.73	36.84	37.96	39.07	40.19	41.31	42.42	43.54	44.66
	O	51.92	51.92	51.92	51.92	51.92	51.92	51.92	51.92	51.92	51.92
11	B	36.80	38.03	39.25	40.48	41.70	42.93	44.16	45.38	46.61	47.84
	O	51.92	51.92	51.92	51.92	51.92	51.92	51.92	51.92	51.92	51.92
12	B	44.11	45.58	47.05	48.52	49.99	51.46	52.93	54.40	55.87	57.34
	O	51.92	51.92	51.92	51.92	51.92	51.92	52.93	54.40	55.87	57.34
13	B	52.45	54.20	55.95	57.69	59.44	61.19	62.94	64.69	66.44	68.18
	O	52.45	54.20	55.95	57.69	59.44	61.19	62.94	64.69	66.44	68.18
14	B	61.98	64.04	66.11	68.18	70.24	72.31	74.37	76.44	78.51	80.57
	O	61.98	64.04	66.11	68.18	70.24	72.31	74.37	76.44	78.51	80.57
15	B	72.90	75.33	77.76	80.19	82.62	85.05	87.48	89.91	92.34	93.53
	O	72.90	75.33	77.76	80.19	82.62	85.05	87.48	89.91	92.34	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/>