

Salary Table 2025-NY (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 37.95%
For the Locality Pay Area of New York-Newark, NY-NJ-CT-PA
Total Increase: 2.23%
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	\$ 14.78	\$ 15.28	\$ 15.77	\$ 16.26	\$ 16.75	\$ 17.03	\$ 17.52	\$ 18.01	\$ 18.03	\$ 18.49
	O	22.17	22.92	23.66	24.39	25.13	25.55	26.28	27.02	27.05	27.74
2	B	16.62	17.01	17.56	18.03	18.23	18.77	19.30	19.84	20.38	20.91
	O	24.93	25.52	26.34	27.05	27.35	28.16	28.95	29.76	30.57	31.37
3	B	21.76	22.36	22.97	23.57	24.18	24.78	25.38	25.99	26.59	27.20
	O	32.64	33.54	34.46	35.36	36.27	37.17	38.07	38.99	39.89	40.80
4	B	24.43	25.11	25.79	26.46	27.14	27.82	28.50	29.18	29.86	30.54
	O	36.65	37.67	38.69	39.69	40.71	41.73	42.75	43.77	44.79	45.81
5	B	28.09	28.84	29.60	30.36	31.12	31.88	32.64	33.40	34.16	34.92
	O	42.14	43.26	44.40	45.54	46.68	47.82	48.96	50.10	51.24	52.38
6	B	29.62	30.46	31.31	32.16	33.00	33.85	34.69	35.54	36.39	37.23
	O	44.43	45.69	46.97	48.24	49.50	50.78	52.04	53.31	54.59	55.85
7	B	31.97	32.91	33.85	34.79	35.74	36.68	37.62	38.56	39.50	40.44
	O	47.96	49.37	50.78	52.19	53.61	55.02	56.43	57.84	58.91	58.91
8	B	33.33	34.37	35.41	36.45	37.49	38.53	39.58	40.62	41.66	42.70
	O	50.00	51.56	53.12	54.68	56.24	57.80	58.91	58.91	58.91	58.91
9	B	35.66	36.81	37.96	39.11	40.26	41.41	42.56	43.71	44.86	46.01
	O	53.49	55.22	56.94	58.67	58.91	58.91	58.91	58.91	58.91	58.91
10	B	39.27	40.53	41.80	43.07	44.33	45.60	46.87	48.13	49.40	50.66
	O	58.91	58.91	58.91	58.91	58.91	58.91	58.91	58.91	58.91	58.91
11	B	41.75	43.14	44.53	45.92	47.32	48.71	50.10	51.49	52.88	54.27
	O	58.91	58.91	58.91	58.91	58.91	58.91	58.91	58.91	58.91	58.91
12	B	50.04	51.71	53.38	55.05	56.71	58.38	60.05	61.72	63.39	65.06
	O	58.91	58.91	58.91	58.91	58.91	58.91	60.05	61.72	63.39	65.06
13	B	59.51	61.49	63.47	65.46	67.44	69.42	71.41	73.39	75.38	77.36
	O	59.51	61.49	63.47	65.46	67.44	69.42	71.41	73.39	75.38	77.36
14	B	70.32	72.66	75.01	77.35	79.69	82.04	84.38	86.73	89.07	91.41
	O	70.32	72.66	75.01	77.35	79.69	82.04	84.38	86.73	89.07	91.41
15	B	82.71	85.47	88.23	90.98	93.53	93.53	93.53	93.53	93.53	93.53
	O	82.71	85.47	88.23	90.98	93.53	93.53	93.53	93.53	93.53	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/>