

**Salary Table 2025-OM (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.23%**  
**For the Locality Pay Area of Omaha-Council Bluffs-Fremont, NE-IA**

**Total Increase: 1.95%**

**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   | \$ 12.67 | \$ 13.09 | \$ 13.51 | \$ 13.93 | \$ 14.35 | \$ 14.60 | \$ 15.02 | \$ 15.44 | \$ 15.45 | \$ 15.85 |
|       | O   | 19.01    | 19.64    | 20.27    | 20.90    | 21.53    | 21.90    | 22.53    | 23.16    | 23.18    | 23.78    |
| 2     | B   | 14.24    | 14.58    | 15.05    | 15.45    | 15.63    | 16.09    | 16.54    | 17.00    | 17.46    | 17.92    |
|       | O   | 21.36    | 21.87    | 22.58    | 23.18    | 23.45    | 24.14    | 24.81    | 25.50    | 26.19    | 26.88    |
| 3     | B   | 18.65    | 19.17    | 19.68    | 20.20    | 20.72    | 21.24    | 21.76    | 22.27    | 22.79    | 23.31    |
|       | O   | 27.98    | 28.76    | 29.52    | 30.30    | 31.08    | 31.86    | 32.64    | 33.41    | 34.19    | 34.97    |
| 4     | B   | 20.94    | 21.52    | 22.10    | 22.68    | 23.26    | 23.85    | 24.43    | 25.01    | 25.59    | 26.17    |
|       | O   | 31.41    | 32.28    | 33.15    | 34.02    | 34.89    | 35.78    | 36.65    | 37.52    | 38.39    | 39.26    |
| 5     | B   | 24.07    | 24.72    | 25.37    | 26.02    | 26.67    | 27.32    | 27.97    | 28.62    | 29.27    | 29.92    |
|       | O   | 36.11    | 37.08    | 38.06    | 39.03    | 40.01    | 40.98    | 41.96    | 42.93    | 43.91    | 44.88    |
| 6     | B   | 25.38    | 26.11    | 26.83    | 27.56    | 28.28    | 29.01    | 29.73    | 30.46    | 31.18    | 31.91    |
|       | O   | 38.07    | 39.17    | 40.25    | 41.34    | 42.42    | 43.52    | 44.60    | 45.69    | 46.77    | 47.87    |
| 7     | B   | 27.40    | 28.21    | 29.01    | 29.82    | 30.63    | 31.43    | 32.24    | 33.05    | 33.85    | 34.66    |
|       | O   | 41.10    | 42.32    | 43.52    | 44.73    | 45.95    | 47.15    | 48.36    | 49.58    | 50.48    | 50.48    |
| 8     | B   | 28.56    | 29.45    | 30.35    | 31.24    | 32.13    | 33.03    | 33.92    | 34.81    | 35.70    | 36.60    |
|       | O   | 42.84    | 44.18    | 45.53    | 46.86    | 48.20    | 49.55    | 50.48    | 50.48    | 50.48    | 50.48    |
| 9     | B   | 30.56    | 31.55    | 32.53    | 33.52    | 34.50    | 35.49    | 36.47    | 37.46    | 38.45    | 39.43    |
|       | O   | 45.84    | 47.33    | 48.80    | 50.28    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    |
| 10    | B   | 33.65    | 34.74    | 35.82    | 36.91    | 38.00    | 39.08    | 40.17    | 41.25    | 42.34    | 43.42    |
|       | O   | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    |
| 11    | B   | 35.78    | 36.97    | 38.17    | 39.36    | 40.55    | 41.74    | 42.94    | 44.13    | 45.32    | 46.51    |
|       | O   | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    |
| 12    | B   | 42.89    | 44.32    | 45.75    | 47.18    | 48.61    | 50.04    | 51.47    | 52.90    | 54.33    | 55.76    |
|       | O   | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 50.48    | 51.47    | 52.90    | 54.33    | 55.76    |
| 13    | B   | 51.00    | 52.70    | 54.40    | 56.10    | 57.80    | 59.50    | 61.20    | 62.90    | 64.60    | 66.30    |
|       | O   | 51.00    | 52.70    | 54.40    | 56.10    | 57.80    | 59.50    | 61.20    | 62.90    | 64.60    | 66.30    |
| 14    | B   | 60.27    | 62.28    | 64.28    | 66.29    | 68.30    | 70.31    | 72.32    | 74.33    | 76.34    | 78.35    |
|       | O   | 60.27    | 62.28    | 64.28    | 66.29    | 68.30    | 70.31    | 72.32    | 74.33    | 76.34    | 78.35    |
| 15    | B   | 70.89    | 73.25    | 75.61    | 77.98    | 80.34    | 82.70    | 85.07    | 87.43    | 89.79    | 92.15    |
|       | O   | 70.89    | 73.25    | 75.61    | 77.98    | 80.34    | 82.70    | 85.07    | 87.43    | 89.79    | 92.15    |

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/>