

Salary Table 2025-PX (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.45%
For the Locality Pay Area of Phoenix-Mesa, AZ
Total Increase: 2.06%
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	\$ 13.12	\$ 13.56	\$ 14.00	\$ 14.43	\$ 14.87	\$ 15.12	\$ 15.55	\$ 15.99	\$ 16.00	\$ 16.41
	O	19.68	20.34	21.00	21.65	22.31	22.68	23.33	23.99	24.00	24.62
2	B	14.75	15.10	15.59	16.00	16.18	16.66	17.14	17.61	18.09	18.56
	O	22.13	22.65	23.39	24.00	24.27	24.99	25.71	26.42	27.14	27.84
3	B	19.31	19.85	20.39	20.92	21.46	22.00	22.53	23.07	23.60	24.14
	O	28.97	29.78	30.59	31.38	32.19	33.00	33.80	34.61	35.40	36.21
4	B	21.68	22.29	22.89	23.49	24.09	24.70	25.30	25.90	26.50	27.11
	O	32.52	33.44	34.34	35.24	36.14	37.05	37.95	38.85	39.75	40.67
5	B	24.93	25.60	26.28	26.95	27.62	28.30	28.97	29.64	30.32	30.99
	O	37.40	38.40	39.42	40.43	41.43	42.45	43.46	44.46	45.48	46.49
6	B	26.29	27.04	27.79	28.54	29.29	30.04	30.80	31.55	32.30	33.05
	O	39.44	40.56	41.69	42.81	43.94	45.06	46.20	47.33	48.45	49.58
7	B	28.38	29.22	30.05	30.89	31.72	32.56	33.39	34.23	35.06	35.89
	O	42.57	43.83	45.08	46.34	47.58	48.84	50.09	51.35	52.28	52.28
8	B	29.58	30.51	31.43	32.36	33.28	34.20	35.13	36.05	36.98	37.90
	O	44.37	45.77	47.15	48.54	49.92	51.30	52.28	52.28	52.28	52.28
9	B	31.65	32.67	33.69	34.71	35.73	36.76	37.78	38.80	39.82	40.84
	O	47.48	49.01	50.54	52.07	52.28	52.28	52.28	52.28	52.28	52.28
10	B	34.85	35.98	37.10	38.23	39.35	40.48	41.60	42.72	43.85	44.97
	O	52.28	52.28	52.28	52.28	52.28	52.28	52.28	52.28	52.28	52.28
11	B	37.06	38.29	39.53	40.76	42.00	43.23	44.47	45.70	46.94	48.17
	O	52.28	52.28	52.28	52.28	52.28	52.28	52.28	52.28	52.28	52.28
12	B	44.42	45.90	47.38	48.86	50.34	51.82	53.30	54.78	56.27	57.75
	O	52.28	52.28	52.28	52.28	52.28	52.28	53.30	54.78	56.27	57.75
13	B	52.82	54.58	56.34	58.10	59.86	61.62	63.38	65.15	66.91	68.67
	O	52.82	54.58	56.34	58.10	59.86	61.62	63.38	65.15	66.91	68.67
14	B	62.42	64.50	66.58	68.66	70.74	72.82	74.90	76.98	79.06	81.14
	O	62.42	64.50	66.58	68.66	70.74	72.82	74.90	76.98	79.06	81.14
15	B	73.42	75.87	78.31	80.76	83.21	85.66	88.10	90.55	93.00	93.53
	O	73.42	75.87	78.31	80.76	83.21	85.66	88.10	90.55	93.00	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/>