

Salary Table 2025-SAC (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 29.76%
For the Locality Pay Area of Sacramento-Roseville, CA-NV

Total Increase: 2.17%

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	\$ 13.90	\$ 14.37	\$ 14.83	\$ 15.29	\$ 15.75	\$ 16.02	\$ 16.48	\$ 16.94	\$ 16.96	\$ 17.39
	O	20.85	21.56	22.25	22.94	23.63	24.03	24.72	25.41	25.44	26.09
2	B	15.63	16.00	16.52	16.96	17.15	17.65	18.16	18.66	19.17	19.67
	O	23.45	24.00	24.78	25.44	25.73	26.48	27.24	27.99	28.76	29.51
3	B	20.47	21.03	21.60	22.17	22.74	23.31	23.88	24.44	25.01	25.58
	O	30.71	31.55	32.40	33.26	34.11	34.97	35.82	36.66	37.52	38.37
4	B	22.98	23.62	24.26	24.89	25.53	26.17	26.81	27.45	28.09	28.72
	O	34.47	35.43	36.39	37.34	38.30	39.26	40.22	41.18	42.14	43.08
5	B	26.42	27.13	27.85	28.56	29.27	29.99	30.70	31.41	32.13	32.84
	O	39.63	40.70	41.78	42.84	43.91	44.99	46.05	47.12	48.20	49.26
6	B	27.86	28.65	29.45	30.25	31.04	31.84	32.63	33.43	34.23	35.02
	O	41.79	42.98	44.18	45.38	46.56	47.76	48.95	50.15	51.35	52.53
7	B	30.07	30.96	31.84	32.73	33.61	34.50	35.38	36.27	37.15	38.04
	O	45.11	46.44	47.76	49.10	50.42	51.75	53.07	54.41	55.41	55.41
8	B	31.35	32.33	33.31	34.29	35.27	36.25	37.23	38.21	39.19	40.17
	O	47.03	48.50	49.97	51.44	52.91	54.38	55.41	55.41	55.41	55.41
9	B	33.54	34.62	35.70	36.79	37.87	38.95	40.03	41.11	42.20	43.28
	O	50.31	51.93	53.55	55.19	55.41	55.41	55.41	55.41	55.41	55.41
10	B	36.94	38.13	39.32	40.51	41.70	42.89	44.08	45.27	46.47	47.66
	O	55.41	55.41	55.41	55.41	55.41	55.41	55.41	55.41	55.41	55.41
11	B	39.27	40.58	41.89	43.20	44.51	45.82	47.12	48.43	49.74	51.05
	O	55.41	55.41	55.41	55.41	55.41	55.41	55.41	55.41	55.41	55.41
12	B	47.07	48.64	50.21	51.78	53.35	54.92	56.49	58.06	59.62	61.19
	O	55.41	55.41	55.41	55.41	55.41	55.41	56.49	58.06	59.62	61.19
13	B	55.97	57.84	59.71	61.57	63.44	65.30	67.17	69.03	70.90	72.77
	O	55.97	57.84	59.71	61.57	63.44	65.30	67.17	69.03	70.90	72.77
14	B	66.14	68.35	70.55	72.76	74.96	77.17	79.37	81.58	83.78	85.99
	O	66.14	68.35	70.55	72.76	74.96	77.17	79.37	81.58	83.78	85.99
15	B	77.80	80.40	82.99	85.58	88.18	90.77	93.36	93.53	93.53	93.53
	O	77.80	80.40	82.99	85.58	88.18	90.77	93.36	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/>