

Salary Table 2025-SN (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 17.67%
For the Locality Pay Area of Spokane-Spokane Valley-Coeur d'Alene, WA-ID
Total Increase: 2.13%
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	\$ 12.61	\$ 13.03	\$ 13.45	\$ 13.87	\$ 14.29	\$ 14.53	\$ 14.94	\$ 15.36	\$ 15.38	\$ 15.77
	O	18.92	19.55	20.18	20.81	21.44	21.80	22.41	23.04	23.07	23.66
2	B	14.18	14.51	14.98	15.38	15.55	16.01	16.47	16.92	17.38	17.84
	O	21.27	21.77	22.47	23.07	23.33	24.02	24.71	25.38	26.07	26.76
3	B	18.56	19.08	19.59	20.11	20.62	21.14	21.65	22.17	22.68	23.20
	O	27.84	28.62	29.39	30.17	30.93	31.71	32.48	33.26	34.02	34.80
4	B	20.84	21.42	22.00	22.57	23.15	23.73	24.31	24.89	25.47	26.05
	O	31.26	32.13	33.00	33.86	34.73	35.60	36.47	37.34	38.21	39.08
5	B	23.96	24.60	25.25	25.90	26.55	27.19	27.84	28.49	29.14	29.78
	O	35.94	36.90	37.88	38.85	39.83	40.79	41.76	42.74	43.71	44.67
6	B	25.26	25.99	26.71	27.43	28.15	28.87	29.59	30.32	31.04	31.76
	O	37.89	38.99	40.07	41.15	42.23	43.31	44.39	45.48	46.56	47.64
7	B	27.27	28.08	28.88	29.68	30.48	31.28	32.09	32.89	33.69	34.49
	O	40.91	42.12	43.32	44.52	45.72	46.92	48.14	49.34	50.24	50.24
8	B	28.43	29.31	30.20	31.09	31.98	32.87	33.76	34.65	35.54	36.42
	O	42.65	43.97	45.30	46.64	47.97	49.31	50.24	50.24	50.24	50.24
9	B	30.42	31.40	32.38	33.36	34.34	35.32	36.30	37.28	38.26	39.24
	O	45.63	47.10	48.57	50.04	50.24	50.24	50.24	50.24	50.24	50.24
10	B	33.49	34.57	35.65	36.74	37.82	38.90	39.98	41.06	42.14	43.22
	O	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24
11	B	35.61	36.80	37.99	39.17	40.36	41.55	42.73	43.92	45.11	46.29
	O	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24
12	B	42.68	44.11	45.53	46.95	48.38	49.80	51.22	52.65	54.07	55.49
	O	50.24	50.24	50.24	50.24	50.24	50.24	51.22	52.65	54.07	55.49
13	B	50.76	52.45	54.14	55.83	57.53	59.22	60.91	62.60	64.29	65.99
	O	50.76	52.45	54.14	55.83	57.53	59.22	60.91	62.60	64.29	65.99
14	B	59.98	61.98	63.98	65.98	67.98	69.98	71.98	73.98	75.98	77.97
	O	59.98	61.98	63.98	65.98	67.98	69.98	71.98	73.98	75.98	77.97
15	B	70.55	72.90	75.26	77.61	79.96	82.31	84.66	87.01	89.37	91.72
	O	70.55	72.90	75.26	77.61	79.96	82.31	84.66	87.01	89.37	91.72

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/>