

Salary Table 2025-BN (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 19.45%
For the Locality Pay Area of Burlington-South Burlington-Barre, VT
Total Increase: 2.11%
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	\$ 12.80	\$ 13.23	\$ 13.65	\$ 14.08	\$ 14.50	\$ 14.75	\$ 15.17	\$ 15.60	\$ 15.61	\$ 16.01
	O	19.20	19.85	20.48	21.12	21.75	22.13	22.76	23.40	23.42	24.02
2	B	14.39	14.73	15.21	15.61	15.79	16.25	16.72	17.18	17.64	18.11
	O	21.59	22.10	22.82	23.42	23.69	24.38	25.08	25.77	26.46	27.17
3	B	18.84	19.36	19.89	20.41	20.93	21.46	21.98	22.50	23.03	23.55
	O	28.26	29.04	29.84	30.62	31.40	32.19	32.97	33.75	34.55	35.33
4	B	21.15	21.74	22.33	22.92	23.50	24.09	24.68	25.27	25.85	26.44
	O	31.73	32.61	33.50	34.38	35.25	36.14	37.02	37.91	38.78	39.66
5	B	24.32	24.98	25.63	26.29	26.95	27.60	28.26	28.92	29.58	30.23
	O	36.48	37.47	38.45	39.44	40.43	41.40	42.39	43.38	44.37	45.35
6	B	25.65	26.38	27.11	27.84	28.58	29.31	30.04	30.77	31.51	32.24
	O	38.48	39.57	40.67	41.76	42.87	43.97	45.06	46.16	47.27	48.36
7	B	27.69	28.50	29.31	30.13	30.94	31.76	32.57	33.39	34.20	35.02
	O	41.54	42.75	43.97	45.20	46.41	47.64	48.86	50.09	51.00	51.00
8	B	28.86	29.76	30.66	31.56	32.46	33.37	34.27	35.17	36.07	36.97
	O	43.29	44.64	45.99	47.34	48.69	50.06	51.00	51.00	51.00	51.00
9	B	30.88	31.87	32.87	33.86	34.86	35.85	36.85	37.85	38.84	39.84
	O	46.32	47.81	49.31	50.79	51.00	51.00	51.00	51.00	51.00	51.00
10	B	34.00	35.10	36.19	37.29	38.39	39.48	40.58	41.68	42.77	43.87
	O	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00
11	B	36.15	37.36	38.56	39.77	40.97	42.18	43.38	44.59	45.79	46.99
	O	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00	51.00
12	B	43.33	44.78	46.22	47.66	49.11	50.55	52.00	53.44	54.89	56.33
	O	51.00	51.00	51.00	51.00	51.00	51.00	52.00	53.44	54.89	56.33
13	B	51.53	53.24	54.96	56.68	58.40	60.11	61.83	63.55	65.27	66.98
	O	51.53	53.24	54.96	56.68	58.40	60.11	61.83	63.55	65.27	66.98
14	B	60.89	62.92	64.95	66.98	69.01	71.04	73.07	75.09	77.12	79.15
	O	60.89	62.92	64.95	66.98	69.01	71.04	73.07	75.09	77.12	79.15
15	B	71.62	74.01	76.39	78.78	81.17	83.56	85.94	88.33	90.72	93.11
	O	71.62	74.01	76.39	78.78	81.17	83.56	85.94	88.33	90.72	93.11

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/>