

Salary Table 2025-CHI (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 30.86%
For the Locality Pay Area of Chicago-Naperville, IL-IN-WI
Total Increase: 2.05%
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	\$ 14.02	\$ 14.49	\$ 14.96	\$ 15.42	\$ 15.89	\$ 16.16	\$ 16.62	\$ 17.08	\$ 17.10	\$ 17.54
	O	21.03	21.74	22.44	23.13	23.84	24.24	24.93	25.62	25.65	26.31
2	B	15.76	16.14	16.66	17.10	17.30	17.80	18.31	18.82	19.33	19.84
	O	23.64	24.21	24.99	25.65	25.95	26.70	27.47	28.23	29.00	29.76
3	B	20.64	21.21	21.79	22.36	22.93	23.51	24.08	24.65	25.23	25.80
	O	30.96	31.82	32.69	33.54	34.40	35.27	36.12	36.98	37.85	38.70
4	B	23.17	23.82	24.46	25.10	25.75	26.39	27.04	27.68	28.32	28.97
	O	34.76	35.73	36.69	37.65	38.63	39.59	40.56	41.52	42.48	43.46
5	B	26.64	27.36	28.08	28.80	29.52	30.24	30.96	31.68	32.40	33.12
	O	39.96	41.04	42.12	43.20	44.28	45.36	46.44	47.52	48.60	49.68
6	B	28.09	28.90	29.70	30.50	31.31	32.11	32.91	33.71	34.52	35.32
	O	42.14	43.35	44.55	45.75	46.97	48.17	49.37	50.57	51.78	52.98
7	B	30.33	31.22	32.11	33.01	33.90	34.79	35.68	36.58	37.47	38.36
	O	45.50	46.83	48.17	49.52	50.85	52.19	53.52	54.87	55.88	55.88
8	B	31.61	32.60	33.59	34.58	35.57	36.55	37.54	38.53	39.52	40.51
	O	47.42	48.90	50.39	51.87	53.36	54.83	55.88	55.88	55.88	55.88
9	B	33.82	34.92	36.01	37.10	38.19	39.28	40.37	41.46	42.55	43.64
	O	50.73	52.38	54.02	55.65	55.88	55.88	55.88	55.88	55.88	55.88
10	B	37.25	38.45	39.65	40.85	42.05	43.26	44.46	45.66	46.86	48.06
	O	55.88	55.88	55.88	55.88	55.88	55.88	55.88	55.88	55.88	55.88
11	B	39.60	40.92	42.24	43.56	44.88	46.20	47.52	48.84	50.16	51.48
	O	55.88	55.88	55.88	55.88	55.88	55.88	55.88	55.88	55.88	55.88
12	B	47.47	49.05	50.63	52.22	53.80	55.38	56.97	58.55	60.13	61.71
	O	55.88	55.88	55.88	55.88	55.88	55.88	56.97	58.55	60.13	61.71
13	B	56.45	58.33	60.21	62.09	63.97	65.86	67.74	69.62	71.50	73.38
	O	56.45	58.33	60.21	62.09	63.97	65.86	67.74	69.62	71.50	73.38
14	B	66.70	68.93	71.15	73.37	75.60	77.82	80.04	82.27	84.49	86.71
	O	66.70	68.93	71.15	73.37	75.60	77.82	80.04	82.27	84.49	86.71
15	B	78.46	81.08	83.69	86.31	88.92	91.54	93.53	93.53	93.53	93.53
	O	78.46	81.08	83.69	86.31	88.92	91.54	93.53	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/>