

Salary Table 2025-DCB (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 33.94%
For the Locality Pay Area of Washington-Baltimore-Arlington, DC-MD-VA-WV-PA
Total Increase: 2.22%
Effective January 2025

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 29,949	\$ 30,954	\$ 31,949	\$ 32,941	\$ 33,935	\$ 34,516	\$ 35,502	\$ 36,495	\$ 36,535	\$ 37,463
2	33,675	34,476	35,592	36,535	36,945	38,031	39,117	40,203	41,290	42,376
3	44,090	45,315	46,539	47,763	48,987	50,211	51,436	52,660	53,884	55,108
4	49,500	50,876	52,251	53,627	55,002	56,378	57,754	59,129	60,505	61,880
5	56,911	58,449	59,986	61,524	63,062	64,599	66,137	67,675	69,212	70,750
6	60,014	61,729	63,443	65,158	66,872	68,587	70,301	72,016	73,730	75,444
7	64,788	66,694	68,600	70,506	72,412	74,318	76,224	78,130	80,036	81,942
8	67,529	69,639	71,750	73,861	75,972	78,083	80,194	82,305	84,416	86,527
9	72,254	74,584	76,915	79,246	81,576	83,907	86,237	88,568	90,898	93,229
10	79,567	82,133	84,700	87,266	89,832	92,399	94,965	97,531	100,097	102,664
11	84,601	87,420	90,239	93,059	95,878	98,698	101,517	104,337	107,156	109,975
12	101,401	104,781	108,162	111,543	114,923	118,304	121,684	125,065	128,446	131,826
13	120,579	124,599	128,619	132,638	136,658	140,677	144,697	148,716	152,736	156,755
14	142,488	147,238	151,987	156,737	161,486	166,236	170,985	175,735	180,484	185,234
15	167,603	173,190	178,776	184,363	189,950	195,200 *	195,200 *	195,200 *	195,200 *	195,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>