

**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**

*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   | \$ 14.35 | \$ 14.83 | \$ 15.31 | \$ 15.78 | \$ 16.26 | \$ 16.54 | \$ 17.01 | \$ 17.49 | \$ 17.51 | \$ 17.95 |
|       | O   | 21.53    | 22.25    | 22.97    | 23.67    | 24.39    | 24.81    | 25.52    | 26.24    | 26.27    | 26.93    |
| 2     | B   | 16.14    | 16.52    | 17.05    | 17.51    | 17.70    | 18.22    | 18.74    | 19.26    | 19.78    | 20.30    |
|       | O   | 24.21    | 24.78    | 25.58    | 26.27    | 26.55    | 27.33    | 28.11    | 28.89    | 29.67    | 30.45    |
| 3     | B   | 21.13    | 21.71    | 22.30    | 22.89    | 23.47    | 24.06    | 24.65    | 25.23    | 25.82    | 26.41    |
|       | O   | 31.70    | 32.57    | 33.45    | 34.34    | 35.21    | 36.09    | 36.98    | 37.85    | 38.73    | 39.62    |
| 4     | B   | 23.72    | 24.38    | 25.04    | 25.70    | 26.35    | 27.01    | 27.67    | 28.33    | 28.99    | 29.65    |
|       | O   | 35.58    | 36.57    | 37.56    | 38.55    | 39.53    | 40.52    | 41.51    | 42.50    | 43.49    | 44.48    |
| 5     | B   | 27.27    | 28.01    | 28.74    | 29.48    | 30.22    | 30.95    | 31.69    | 32.43    | 33.16    | 33.90    |
|       | O   | 40.91    | 42.02    | 43.11    | 44.22    | 45.33    | 46.43    | 47.54    | 48.65    | 49.74    | 50.85    |
| 6     | B   | 28.76    | 29.58    | 30.40    | 31.22    | 32.04    | 32.86    | 33.69    | 34.51    | 35.33    | 36.15    |
|       | O   | 43.14    | 44.37    | 45.60    | 46.83    | 48.06    | 49.29    | 50.54    | 51.77    | 53.00    | 54.23    |
| 7     | B   | 31.04    | 31.96    | 32.87    | 33.78    | 34.70    | 35.61    | 36.52    | 37.44    | 38.35    | 39.26    |
|       | O   | 46.56    | 47.94    | 49.31    | 50.67    | 52.05    | 53.42    | 54.78    | 56.16    | 57.20    | 57.20    |
| 8     | B   | 32.36    | 33.37    | 34.38    | 35.39    | 36.40    | 37.41    | 38.43    | 39.44    | 40.45    | 41.46    |
|       | O   | 48.54    | 50.06    | 51.57    | 53.09    | 54.60    | 56.12    | 57.20    | 57.20    | 57.20    | 57.20    |
| 9     | B   | 34.62    | 35.74    | 36.85    | 37.97    | 39.09    | 40.20    | 41.32    | 42.44    | 43.55    | 44.67    |
|       | O   | 51.93    | 53.61    | 55.28    | 56.96    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    |
| 10    | B   | 38.13    | 39.35    | 40.58    | 41.81    | 43.04    | 44.27    | 45.50    | 46.73    | 47.96    | 49.19    |
|       | O   | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    |
| 11    | B   | 40.54    | 41.89    | 43.24    | 44.59    | 45.94    | 47.29    | 48.64    | 49.99    | 51.34    | 52.70    |
|       | O   | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    |
| 12    | B   | 48.59    | 50.21    | 51.83    | 53.45    | 55.07    | 56.69    | 58.31    | 59.93    | 61.55    | 63.17    |
|       | O   | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 57.20    | 58.31    | 59.93    | 61.55    | 63.17    |
| 13    | B   | 57.78    | 59.70    | 61.63    | 63.55    | 65.48    | 67.41    | 69.33    | 71.26    | 73.18    | 75.11    |
|       | O   | 57.78    | 59.70    | 61.63    | 63.55    | 65.48    | 67.41    | 69.33    | 71.26    | 73.18    | 75.11    |
| 14    | B   | 68.27    | 70.55    | 72.83    | 75.10    | 77.38    | 79.65    | 81.93    | 84.20    | 86.48    | 88.76    |
|       | O   | 68.27    | 70.55    | 72.83    | 75.10    | 77.38    | 79.65    | 81.93    | 84.20    | 86.48    | 88.76    |
| 15    | B   | 80.31    | 82.99    | 85.66    | 88.34    | 91.02    | 93.53    | 93.53    | 93.53    | 93.53    | 93.53    |
|       | O   | 80.31    | 82.99    | 85.66    | 88.34    | 91.02    | 93.53    | 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/>