

Salary Table 2025-HNT (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 21.91%
For the Locality Pay Area of Huntsville-Decatur, AL-TN
Total Increase: 2.06%
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	\$ 13.06	\$ 13.50	\$ 13.93	\$ 14.37	\$ 14.80	\$ 15.05	\$ 15.48	\$ 15.92	\$ 15.93	\$ 16.34
	O	19.59	20.25	20.90	21.56	22.20	22.58	23.22	23.88	23.90	24.51
2	B	14.69	15.04	15.52	15.93	16.11	16.59	17.06	17.53	18.01	18.48
	O	22.04	22.56	23.28	23.90	24.17	24.89	25.59	26.30	27.02	27.72
3	B	19.23	19.76	20.30	20.83	21.36	21.90	22.43	22.97	23.50	24.03
	O	28.85	29.64	30.45	31.25	32.04	32.85	33.65	34.46	35.25	36.05
4	B	21.59	22.19	22.79	23.39	23.99	24.59	25.19	25.79	26.39	26.99
	O	32.39	33.29	34.19	35.09	35.99	36.89	37.79	38.69	39.59	40.49
5	B	24.82	25.49	26.16	26.83	27.50	28.17	28.84	29.51	30.18	30.86
	O	37.23	38.24	39.24	40.25	41.25	42.26	43.26	44.27	45.27	46.29
6	B	26.17	26.92	27.67	28.42	29.16	29.91	30.66	31.41	32.16	32.90
	O	39.26	40.38	41.51	42.63	43.74	44.87	45.99	47.12	48.24	49.35
7	B	28.26	29.09	29.92	30.75	31.58	32.41	33.24	34.07	34.91	35.74
	O	42.39	43.64	44.88	46.13	47.37	48.62	49.86	51.11	52.05	52.05
8	B	29.45	30.37	31.29	32.21	33.13	34.05	34.97	35.89	36.82	37.74
	O	44.18	45.56	46.94	48.32	49.70	51.08	52.05	52.05	52.05	52.05
9	B	31.51	32.53	33.54	34.56	35.58	36.59	37.61	38.63	39.64	40.66
	O	47.27	48.80	50.31	51.84	52.05	52.05	52.05	52.05	52.05	52.05
10	B	34.70	35.82	36.94	38.06	39.18	40.30	41.42	42.54	43.65	44.77
	O	52.05	52.05	52.05	52.05	52.05	52.05	52.05	52.05	52.05	52.05
11	B	36.90	38.13	39.36	40.59	41.81	43.04	44.27	45.50	46.73	47.96
	O	52.05	52.05	52.05	52.05	52.05	52.05	52.05	52.05	52.05	52.05
12	B	44.22	45.70	47.17	48.65	50.12	51.59	53.07	54.54	56.02	57.49
	O	52.05	52.05	52.05	52.05	52.05	52.05	53.07	54.54	56.02	57.49
13	B	52.59	54.34	56.09	57.85	59.60	61.35	63.11	64.86	66.61	68.36
	O	52.59	54.34	56.09	57.85	59.60	61.35	63.11	64.86	66.61	68.36
14	B	62.14	64.21	66.28	68.36	70.43	72.50	74.57	76.64	78.71	80.78
	O	62.14	64.21	66.28	68.36	70.43	72.50	74.57	76.64	78.71	80.78
15	B	73.10	75.53	77.97	80.40	82.84	85.28	87.71	90.15	92.59	93.53
	O	73.10	75.53	77.97	80.40	82.84	85.28	87.71	90.15	92.59	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/>