

**Salary Table 2025-IND (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.15%**  
**For the Locality Pay Area of Indianapolis-Carmel-Muncie, IN**  
**Total Increase: 1.92%**  
**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	\$ 12.66	\$ 13.08	\$ 13.50	\$ 13.92	\$ 14.34	\$ 14.59	\$ 15.01	\$ 15.43	\$ 15.44	\$ 15.83
	O	18.99	19.62	20.25	20.88	21.51	21.89	22.52	23.15	23.16	23.75
2	B	14.23	14.57	15.04	15.44	15.62	16.07	16.53	16.99	17.45	17.91
	O	21.35	21.86	22.56	23.16	23.43	24.11	24.80	25.49	26.18	26.87
3	B	18.64	19.15	19.67	20.19	20.71	21.22	21.74	22.26	22.78	23.29
	O	27.96	28.73	29.51	30.29	31.07	31.83	32.61	33.39	34.17	34.94
4	B	20.92	21.50	22.08	22.67	23.25	23.83	24.41	24.99	25.57	26.15
	O	31.38	32.25	33.12	34.01	34.88	35.75	36.62	37.49	38.36	39.23
5	B	24.05	24.70	25.35	26.00	26.65	27.30	27.95	28.60	29.25	29.90
	O	36.08	37.05	38.03	39.00	39.98	40.95	41.93	42.90	43.88	44.85
6	B	25.37	26.09	26.82	27.54	28.26	28.99	29.71	30.44	31.16	31.89
	O	38.06	39.14	40.23	41.31	42.39	43.49	44.57	45.66	46.74	47.84
7	B	27.38	28.19	29.00	29.80	30.61	31.41	32.22	33.02	33.83	34.63
	O	41.07	42.29	43.50	44.70	45.92	47.12	48.33	49.53	50.45	50.45
8	B	28.54	29.43	30.33	31.22	32.11	33.00	33.90	34.79	35.68	36.57
	O	42.81	44.15	45.50	46.83	48.17	49.50	50.45	50.45	50.45	50.45
9	B	30.54	31.52	32.51	33.49	34.48	35.46	36.45	37.44	38.42	39.40
	O	45.81	47.28	48.77	50.24	50.45	50.45	50.45	50.45	50.45	50.45
10	B	33.63	34.72	35.80	36.88	37.97	39.05	40.14	41.22	42.31	43.39
	O	50.45	50.45	50.45	50.45	50.45	50.45	50.45	50.45	50.45	50.45
11	B	35.76	36.95	38.14	39.33	40.52	41.72	42.91	44.10	45.29	46.48
	O	50.45	50.45	50.45	50.45	50.45	50.45	50.45	50.45	50.45	50.45
12	B	42.86	44.29	45.72	47.15	48.57	50.00	51.43	52.86	54.29	55.72
	O	50.45	50.45	50.45	50.45	50.45	50.45	51.43	52.86	54.29	55.72
13	B	50.97	52.66	54.36	56.06	57.76	59.46	61.16	62.86	64.56	66.26
	O	50.97	52.66	54.36	56.06	57.76	59.46	61.16	62.86	64.56	66.26
14	B	60.23	62.23	64.24	66.25	68.26	70.26	72.27	74.28	76.29	78.29
	O	60.23	62.23	64.24	66.25	68.26	70.26	72.27	74.28	76.29	78.29
15	B	70.84	73.20	75.56	77.92	80.29	82.65	85.01	87.37	89.73	92.09
	O	70.84	73.20	75.56	77.92	80.29	82.65	85.01	87.37	89.73	92.09

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/>