

**Salary Table 2025-RA (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.24%**  
**For the Locality Pay Area of Raleigh-Durham-Cary, NC**  
**Total Increase: 1.98%**  
**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	\$ 13.10	\$ 13.54	\$ 13.97	\$ 14.41	\$ 14.84	\$ 15.09	\$ 15.53	\$ 15.96	\$ 15.98	\$ 16.38
	O	19.65	20.31	20.96	21.62	22.26	22.64	23.30	23.94	23.97	24.57
2	B	14.73	15.08	15.56	15.98	16.16	16.63	17.11	17.58	18.06	18.53
	O	22.10	22.62	23.34	23.97	24.24	24.95	25.67	26.37	27.09	27.80
3	B	19.28	19.82	20.35	20.89	21.42	21.96	22.49	23.03	23.56	24.10
	O	28.92	29.73	30.53	31.34	32.13	32.94	33.74	34.55	35.34	36.15
4	B	21.65	22.25	22.85	23.45	24.05	24.65	25.26	25.86	26.46	27.06
	O	32.48	33.38	34.28	35.18	36.08	36.98	37.89	38.79	39.69	40.59
5	B	24.89	25.56	26.23	26.90	27.58	28.25	28.92	29.59	30.27	30.94
	O	37.34	38.34	39.35	40.35	41.37	42.38	43.38	44.39	45.41	46.41
6	B	26.24	26.99	27.74	28.49	29.24	29.99	30.74	31.49	32.24	32.99
	O	39.36	40.49	41.61	42.74	43.86	44.99	46.11	47.24	48.36	49.49
7	B	28.33	29.17	30.00	30.83	31.67	32.50	33.33	34.17	35.00	35.83
	O	42.50	43.76	45.00	46.25	47.51	48.75	50.00	51.26	52.19	52.19
8	B	29.53	30.45	31.38	32.30	33.22	34.15	35.07	35.99	36.92	37.84
	O	44.30	45.68	47.07	48.45	49.83	51.23	52.19	52.19	52.19	52.19
9	B	31.60	32.62	33.63	34.65	35.67	36.69	37.71	38.73	39.75	40.77
	O	47.40	48.93	50.45	51.98	52.19	52.19	52.19	52.19	52.19	52.19
10	B	34.79	35.92	37.04	38.16	39.28	40.41	41.53	42.65	43.77	44.90
	O	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19
11	B	37.00	38.23	39.46	40.69	41.93	43.16	44.39	45.63	46.86	48.09
	O	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19
12	B	44.34	45.82	47.30	48.78	50.26	51.73	53.21	54.69	56.17	57.65
	O	52.19	52.19	52.19	52.19	52.19	52.19	53.21	54.69	56.17	57.65
13	B	52.73	54.49	56.24	58.00	59.76	61.52	63.28	65.03	66.79	68.55
	O	52.73	54.49	56.24	58.00	59.76	61.52	63.28	65.03	66.79	68.55
14	B	62.31	64.39	66.46	68.54	70.62	72.70	74.77	76.85	78.93	81.00
	O	62.31	64.39	66.46	68.54	70.62	72.70	74.77	76.85	78.93	81.00
15	B	73.29	75.74	78.18	80.62	83.07	85.51	87.95	90.39	92.84	93.53
	O	73.29	75.74	78.18	80.62	83.07	85.51	87.95	90.39	92.84	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/>