

Salary Table 2025-RUS (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 17.06%
For the Locality Pay Area of Rest of U.S.
Total Increase: 1.91%
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	\$ 12.54	\$ 12.96	\$ 13.38	\$ 13.79	\$ 14.21	\$ 14.45	\$ 14.87	\$ 15.28	\$ 15.30	\$ 15.69
	O	18.81	19.44	20.07	20.69	21.32	21.68	22.31	22.92	22.95	23.54
2	B	14.10	14.44	14.90	15.30	15.47	15.93	16.38	16.84	17.29	17.75
	O	21.15	21.66	22.35	22.95	23.21	23.90	24.57	25.26	25.94	26.63
3	B	18.46	18.98	19.49	20.00	20.51	21.03	21.54	22.05	22.56	23.08
	O	27.69	28.47	29.24	30.00	30.77	31.55	32.31	33.08	33.84	34.62
4	B	20.73	21.31	21.88	22.46	23.03	23.61	24.19	24.76	25.34	25.91
	O	31.10	31.97	32.82	33.69	34.55	35.42	36.29	37.14	38.01	38.87
5	B	23.83	24.48	25.12	25.76	26.41	27.05	27.70	28.34	28.98	29.63
	O	35.75	36.72	37.68	38.64	39.62	40.58	41.55	42.51	43.47	44.45
6	B	25.13	25.85	26.57	27.29	28.00	28.72	29.44	30.16	30.88	31.59
	O	37.70	38.78	39.86	40.94	42.00	43.08	44.16	45.24	46.32	47.39
7	B	27.13	27.93	28.73	29.53	30.32	31.12	31.92	32.72	33.52	34.31
	O	40.70	41.90	43.10	44.30	45.48	46.68	47.88	49.08	49.98	49.98
8	B	28.28	29.16	30.05	30.93	31.82	32.70	33.58	34.47	35.35	36.23
	O	42.42	43.74	45.08	46.40	47.73	49.05	49.98	49.98	49.98	49.98
9	B	30.26	31.23	32.21	33.19	34.16	35.14	36.11	37.09	38.07	39.04
	O	45.39	46.85	48.32	49.79	49.98	49.98	49.98	49.98	49.98	49.98
10	B	33.32	34.39	35.47	36.54	37.62	38.69	39.77	40.84	41.92	42.99
	O	49.98	49.98	49.98	49.98	49.98	49.98	49.98	49.98	49.98	49.98
11	B	35.43	36.61	37.79	38.97	40.15	41.33	42.51	43.69	44.87	46.05
	O	49.98	49.98	49.98	49.98	49.98	49.98	49.98	49.98	49.98	49.98
12	B	42.46	43.88	45.30	46.71	48.13	49.54	50.96	52.37	53.79	55.21
	O	49.98	49.98	49.98	49.98	49.98	49.98	50.96	52.37	53.79	55.21
13	B	50.49	52.18	53.86	55.54	57.23	58.91	60.59	62.28	63.96	65.64
	O	50.49	52.18	53.86	55.54	57.23	58.91	60.59	62.28	63.96	65.64
14	B	59.67	61.66	63.65	65.64	67.63	69.61	71.60	73.59	75.58	77.57
	O	59.67	61.66	63.65	65.64	67.63	69.61	71.60	73.59	75.58	77.57
15	B	70.19	72.53	74.87	77.21	79.55	81.89	84.22	86.56	88.90	91.24
	O	70.19	72.53	74.87	77.21	79.55	81.89	84.22	86.56	88.90	91.24

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/>