

**Salary Table 2025-SD (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 33.72%**  
**For the Locality Pay Area of San Diego-Chula Vista-Carlsbad, CA**  
**Total Increase: 2.21%**  
**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	\$ 14.33	\$ 14.81	\$ 15.28	\$ 15.76	\$ 16.23	\$ 16.51	\$ 16.98	\$ 17.46	\$ 17.48	\$ 17.92
	O	21.50	22.22	22.92	23.64	24.35	24.77	25.47	26.19	26.22	26.88
2	B	16.11	16.49	17.03	17.48	17.67	18.19	18.71	19.23	19.75	20.27
	O	24.17	24.74	25.55	26.22	26.51	27.29	28.07	28.85	29.63	30.41
3	B	21.09	21.68	22.26	22.85	23.43	24.02	24.61	25.19	25.78	26.36
	O	31.64	32.52	33.39	34.28	35.15	36.03	36.92	37.79	38.67	39.54
4	B	23.68	24.34	25.00	25.65	26.31	26.97	27.63	28.29	28.94	29.60
	O	35.52	36.51	37.50	38.48	39.47	40.46	41.45	42.44	43.41	44.40
5	B	27.22	27.96	28.70	29.43	30.17	30.90	31.64	32.37	33.11	33.84
	O	40.83	41.94	43.05	44.15	45.26	46.35	47.46	48.56	49.67	50.76
6	B	28.71	29.53	30.35	31.17	31.99	32.81	33.63	34.45	35.27	36.09
	O	43.07	44.30	45.53	46.76	47.99	49.22	50.45	51.68	52.91	54.14
7	B	30.99	31.90	32.82	33.73	34.64	35.55	36.46	37.38	38.29	39.20
	O	46.49	47.85	49.23	50.60	51.96	53.33	54.69	56.07	57.09	57.09
8	B	32.30	33.31	34.32	35.33	36.34	37.35	38.36	39.37	40.38	41.39
	O	48.45	49.97	51.48	53.00	54.51	56.03	57.09	57.09	57.09	57.09
9	B	34.56	35.68	36.79	37.91	39.02	40.14	41.25	42.37	43.48	44.60
	O	51.84	53.52	55.19	56.87	57.09	57.09	57.09	57.09	57.09	57.09
10	B	38.06	39.29	40.52	41.75	42.97	44.20	45.43	46.66	47.88	49.11
	O	57.09	57.09	57.09	57.09	57.09	57.09	57.09	57.09	57.09	57.09
11	B	40.47	41.82	43.17	44.52	45.87	47.21	48.56	49.91	51.26	52.61
	O	57.09	57.09	57.09	57.09	57.09	57.09	57.09	57.09	57.09	57.09
12	B	48.51	50.12	51.74	53.36	54.98	56.59	58.21	59.83	61.44	63.06
	O	57.09	57.09	57.09	57.09	57.09	57.09	58.21	59.83	61.44	63.06
13	B	57.68	59.60	61.53	63.45	65.37	67.30	69.22	71.14	73.06	74.99
	O	57.68	59.60	61.53	63.45	65.37	67.30	69.22	71.14	73.06	74.99
14	B	68.16	70.43	72.71	74.98	77.25	79.52	81.79	84.07	86.34	88.61
	O	68.16	70.43	72.71	74.98	77.25	79.52	81.79	84.07	86.34	88.61
15	B	80.18	82.85	85.52	88.19	90.87	93.53	93.53	93.53	93.53	93.53
	O	80.18	82.85	85.52	88.19	90.87	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/>