

**Salary Table 2025-SO (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.78%**  
**For the Locality Pay Area of San Antonio-New Braunfels-Pearsall, TX**  
**Total Increase: 1.95%**  
**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	\$ 12.73	\$ 13.15	\$ 13.58	\$ 14.00	\$ 14.42	\$ 14.67	\$ 15.09	\$ 15.51	\$ 15.52	\$ 15.92
	O	19.10	19.73	20.37	21.00	21.63	22.01	22.64	23.27	23.28	23.88
2	B	14.31	14.65	15.12	15.52	15.70	16.16	16.62	17.08	17.54	18.01
	O	21.47	21.98	22.68	23.28	23.55	24.24	24.93	25.62	26.31	27.02
3	B	18.74	19.26	19.78	20.30	20.82	21.34	21.86	22.38	22.90	23.42
	O	28.11	28.89	29.67	30.45	31.23	32.01	32.79	33.57	34.35	35.13
4	B	21.03	21.62	22.20	22.79	23.37	23.96	24.54	25.13	25.71	26.29
	O	31.55	32.43	33.30	34.19	35.06	35.94	36.81	37.70	38.57	39.44
5	B	24.18	24.84	25.49	26.14	26.80	27.45	28.10	28.76	29.41	30.06
	O	36.27	37.26	38.24	39.21	40.20	41.18	42.15	43.14	44.12	45.09
6	B	25.50	26.23	26.96	27.69	28.42	29.14	29.87	30.60	31.33	32.06
	O	38.25	39.35	40.44	41.54	42.63	43.71	44.81	45.90	47.00	48.09
7	B	27.53	28.34	29.15	29.96	30.77	31.58	32.39	33.20	34.01	34.82
	O	41.30	42.51	43.73	44.94	46.16	47.37	48.59	49.80	50.72	50.72
8	B	28.69	29.59	30.49	31.39	32.28	33.18	34.08	34.97	35.87	36.77
	O	43.04	44.39	45.74	47.09	48.42	49.77	50.72	50.72	50.72	50.72
9	B	30.70	31.69	32.68	33.67	34.66	35.65	36.64	37.63	38.62	39.62
	O	46.05	47.54	49.02	50.51	50.72	50.72	50.72	50.72	50.72	50.72
10	B	33.81	34.90	35.99	37.08	38.17	39.26	40.35	41.44	42.53	43.62
	O	50.72	50.72	50.72	50.72	50.72	50.72	50.72	50.72	50.72	50.72
11	B	35.95	37.15	38.34	39.54	40.74	41.94	43.14	44.33	45.53	46.73
	O	50.72	50.72	50.72	50.72	50.72	50.72	50.72	50.72	50.72	50.72
12	B	43.09	44.52	45.96	47.40	48.83	50.27	51.71	53.14	54.58	56.02
	O	50.72	50.72	50.72	50.72	50.72	50.72	51.71	53.14	54.58	56.02
13	B	51.24	52.94	54.65	56.36	58.07	59.78	61.48	63.19	64.90	66.61
	O	51.24	52.94	54.65	56.36	58.07	59.78	61.48	63.19	64.90	66.61
14	B	60.55	62.56	64.58	66.60	68.62	70.64	72.66	74.67	76.69	78.71
	O	60.55	62.56	64.58	66.60	68.62	70.64	72.66	74.67	76.69	78.71
15	B	71.22	73.59	75.97	78.34	80.71	83.09	85.46	87.84	90.21	92.58
	O	71.22	73.59	75.97	78.34	80.71	83.09	85.46	87.84	90.21	92.58

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/>