

Salary Table 2025-CT (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 19.67%
For the Locality Pay Area of Charlotte-Concord, NC-SC

Total Increase: 2.05%

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	\$ 12.82	\$ 13.25	\$ 13.68	\$ 14.10	\$ 14.53	\$ 14.78	\$ 15.20	\$ 15.62	\$ 15.64	\$ 16.04
	O	19.23	19.88	20.52	21.15	21.80	22.17	22.80	23.43	23.46	24.06
2	B	14.42	14.76	15.24	15.64	15.82	16.28	16.75	17.21	17.68	18.14
	O	21.63	22.14	22.86	23.46	23.73	24.42	25.13	25.82	26.52	27.21
3	B	18.88	19.40	19.92	20.45	20.97	21.50	22.02	22.54	23.07	23.59
	O	28.32	29.10	29.88	30.68	31.46	32.25	33.03	33.81	34.61	35.39
4	B	21.19	21.78	22.37	22.96	23.55	24.14	24.72	25.31	25.90	26.49
	O	31.79	32.67	33.56	34.44	35.33	36.21	37.08	37.97	38.85	39.74
5	B	24.36	25.02	25.68	26.34	27.00	27.66	28.31	28.97	29.63	30.29
	O	36.54	37.53	38.52	39.51	40.50	41.49	42.47	43.46	44.45	45.44
6	B	25.69	26.43	27.16	27.89	28.63	29.36	30.10	30.83	31.56	32.30
	O	38.54	39.65	40.74	41.84	42.95	44.04	45.15	46.25	47.34	48.45
7	B	27.74	28.55	29.37	30.18	31.00	31.82	32.63	33.45	34.26	35.08
	O	41.61	42.83	44.06	45.27	46.50	47.73	48.95	50.18	51.09	51.09
8	B	28.91	29.81	30.72	31.62	32.52	33.43	34.33	35.24	36.14	37.04
	O	43.37	44.72	46.08	47.43	48.78	50.15	51.09	51.09	51.09	51.09
9	B	30.93	31.93	32.93	33.93	34.92	35.92	36.92	37.92	38.91	39.91
	O	46.40	47.90	49.40	50.90	51.09	51.09	51.09	51.09	51.09	51.09
10	B	34.06	35.16	36.26	37.36	38.46	39.56	40.66	41.75	42.85	43.95
	O	51.09	51.09	51.09	51.09	51.09	51.09	51.09	51.09	51.09	51.09
11	B	36.22	37.43	38.63	39.84	41.05	42.25	43.46	44.67	45.87	47.08
	O	51.09	51.09	51.09	51.09	51.09	51.09	51.09	51.09	51.09	51.09
12	B	43.41	44.86	46.30	47.75	49.20	50.65	52.09	53.54	54.99	56.44
	O	51.09	51.09	51.09	51.09	51.09	51.09	52.09	53.54	54.99	56.44
13	B	51.62	53.34	55.06	56.78	58.50	60.22	61.95	63.67	65.39	67.11
	O	51.62	53.34	55.06	56.78	58.50	60.22	61.95	63.67	65.39	67.11
14	B	61.00	63.03	65.07	67.10	69.13	71.17	73.20	75.23	77.27	79.30
	O	61.00	63.03	65.07	67.10	69.13	71.17	73.20	75.23	77.27	79.30
15	B	71.75	74.14	76.54	78.93	81.32	83.71	86.10	88.49	90.89	93.28
	O	71.75	74.14	76.54	78.93	81.32	83.71	86.10	88.49	90.89	93.28

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/>