

Salary Table 2025-DAY (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 21.42%
For the Locality Pay Area of Dayton-Springfield-Kettering, OH
Total Increase: 1.94%
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	\$ 13.01	\$ 13.45	\$ 13.88	\$ 14.31	\$ 14.74	\$ 14.99	\$ 15.42	\$ 15.85	\$ 15.87	\$ 16.27
	O	19.52	20.18	20.82	21.47	22.11	22.49	23.13	23.78	23.81	24.41
2	B	14.63	14.98	15.46	15.87	16.05	16.52	16.99	17.46	17.93	18.41
	O	21.95	22.47	23.19	23.81	24.08	24.78	25.49	26.19	26.90	27.62
3	B	19.15	19.68	20.22	20.75	21.28	21.81	22.34	22.87	23.41	23.94
	O	28.73	29.52	30.33	31.13	31.92	32.72	33.51	34.31	35.12	35.91
4	B	21.50	22.10	22.70	23.29	23.89	24.49	25.09	25.68	26.28	26.88
	O	32.25	33.15	34.05	34.94	35.84	36.74	37.64	38.52	39.42	40.32
5	B	24.72	25.39	26.06	26.72	27.39	28.06	28.73	29.40	30.06	30.73
	O	37.08	38.09	39.09	40.08	41.09	42.09	43.10	44.10	45.09	46.10
6	B	26.07	26.81	27.56	28.30	29.05	29.79	30.54	31.28	32.03	32.77
	O	39.11	40.22	41.34	42.45	43.58	44.69	45.81	46.92	48.05	49.16
7	B	28.14	28.97	29.80	30.63	31.45	32.28	33.11	33.94	34.77	35.59
	O	42.21	43.46	44.70	45.95	47.18	48.42	49.67	50.91	51.84	51.84
8	B	29.33	30.25	31.17	32.08	33.00	33.92	34.83	35.75	36.67	37.58
	O	44.00	45.38	46.76	48.12	49.50	50.88	51.84	51.84	51.84	51.84
9	B	31.38	32.40	33.41	34.42	35.43	36.45	37.46	38.47	39.48	40.50
	O	47.07	48.60	50.12	51.63	51.84	51.84	51.84	51.84	51.84	51.84
10	B	34.56	35.68	36.79	37.91	39.02	40.14	41.25	42.36	43.48	44.59
	O	51.84	51.84	51.84	51.84	51.84	51.84	51.84	51.84	51.84	51.84
11	B	36.75	37.97	39.20	40.42	41.65	42.87	44.10	45.32	46.55	47.77
	O	51.84	51.84	51.84	51.84	51.84	51.84	51.84	51.84	51.84	51.84
12	B	44.05	45.51	46.98	48.45	49.92	51.39	52.86	54.32	55.79	57.26
	O	51.84	51.84	51.84	51.84	51.84	51.84	52.86	54.32	55.79	57.26
13	B	52.38	54.12	55.87	57.61	59.36	61.11	62.85	64.60	66.34	68.09
	O	52.38	54.12	55.87	57.61	59.36	61.11	62.85	64.60	66.34	68.09
14	B	61.89	63.96	66.02	68.08	70.14	72.21	74.27	76.33	78.40	80.46
	O	61.89	63.96	66.02	68.08	70.14	72.21	74.27	76.33	78.40	80.46
15	B	72.80	75.23	77.65	80.08	82.51	84.93	87.36	89.79	92.21	93.53
	O	72.80	75.23	77.65	80.08	82.51	84.93	87.36	89.79	92.21	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/>