

Salary Table 2025-SL (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 20.03%
For the Locality Pay Area of St. Louis-St. Charles-Farmington, MO-IL

Total Increase: 2.04%

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	\$ 12.86	\$ 13.29	\$ 13.72	\$ 14.14	\$ 14.57	\$ 14.82	\$ 15.24	\$ 15.67	\$ 15.69	\$ 16.09
	O	19.29	19.94	20.58	21.21	21.86	22.23	22.86	23.51	23.54	24.14
2	B	14.46	14.80	15.28	15.69	15.86	16.33	16.80	17.26	17.73	18.20
	O	21.69	22.20	22.92	23.54	23.79	24.50	25.20	25.89	26.60	27.30
3	B	18.93	19.46	19.98	20.51	21.03	21.56	22.09	22.61	23.14	23.66
	O	28.40	29.19	29.97	30.77	31.55	32.34	33.14	33.92	34.71	35.49
4	B	21.25	21.85	22.44	23.03	23.62	24.21	24.80	25.39	25.98	26.57
	O	31.88	32.78	33.66	34.55	35.43	36.32	37.20	38.09	38.97	39.86
5	B	24.44	25.10	25.76	26.42	27.08	27.74	28.40	29.06	29.72	30.38
	O	36.66	37.65	38.64	39.63	40.62	41.61	42.60	43.59	44.58	45.57
6	B	25.77	26.51	27.24	27.98	28.71	29.45	30.19	30.92	31.66	32.40
	O	38.66	39.77	40.86	41.97	43.07	44.18	45.29	46.38	47.49	48.60
7	B	27.82	28.64	29.46	30.28	31.09	31.91	32.73	33.55	34.37	35.19
	O	41.73	42.96	44.19	45.42	46.64	47.87	49.10	50.33	51.26	51.26
8	B	29.00	29.90	30.81	31.72	32.62	33.53	34.44	35.34	36.25	37.15
	O	43.50	44.85	46.22	47.58	48.93	50.30	51.26	51.26	51.26	51.26
9	B	31.03	32.03	33.03	34.03	35.03	36.03	37.03	38.03	39.03	40.03
	O	46.55	48.05	49.55	51.05	51.26	51.26	51.26	51.26	51.26	51.26
10	B	34.17	35.27	36.37	37.47	38.57	39.68	40.78	41.88	42.98	44.08
	O	51.26	51.26	51.26	51.26	51.26	51.26	51.26	51.26	51.26	51.26
11	B	36.33	37.54	38.75	39.96	41.17	42.38	43.59	44.80	46.01	47.22
	O	51.26	51.26	51.26	51.26	51.26	51.26	51.26	51.26	51.26	51.26
12	B	43.54	44.99	46.44	47.90	49.35	50.80	52.25	53.70	55.15	56.61
	O	51.26	51.26	51.26	51.26	51.26	51.26	52.25	53.70	55.15	56.61
13	B	51.78	53.50	55.23	56.95	58.68	60.41	62.13	63.86	65.58	67.31
	O	51.78	53.50	55.23	56.95	58.68	60.41	62.13	63.86	65.58	67.31
14	B	61.18	63.22	65.26	67.30	69.34	71.38	73.42	75.46	77.50	79.54
	O	61.18	63.22	65.26	67.30	69.34	71.38	73.42	75.46	77.50	79.54
15	B	71.97	74.37	76.77	79.16	81.56	83.96	86.36	88.76	91.16	93.53
	O	71.97	74.37	76.77	79.16	81.56	83.96	86.36	88.76	91.16	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/>