

**Salary Table 2025-LR**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 21.59%**  
**For the Locality Pay Area of Laredo, TX**  
**Total Increase: 1.92%**  
**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	\$ 13.03	\$ 13.46	\$ 13.90	\$ 14.33	\$ 14.76	\$ 15.01	\$ 15.44	\$ 15.87	\$ 15.89	\$ 16.30
	O	19.55	20.19	20.85	21.50	22.14	22.52	23.16	23.81	23.84	24.45
2	B	14.65	15.00	15.48	15.89	16.07	16.54	17.01	17.49	17.96	18.43
	O	21.98	22.50	23.22	23.84	24.11	24.81	25.52	26.24	26.94	27.65
3	B	15.98	16.52	17.05	17.58	18.11	18.65	19.18	19.71	20.24	20.78
	O	23.97	24.78	25.58	26.37	27.17	27.98	28.77	29.57	30.36	31.17
4	B	17.94	18.54	19.14	19.74	20.33	20.93	21.53	22.13	22.73	23.33
	O	26.91	27.81	28.71	29.61	30.50	31.40	32.30	33.20	34.10	35.00
5	B	20.07	20.74	21.41	22.08	22.75	23.42	24.09	24.76	25.42	26.09
	O	30.11	31.11	32.12	33.12	34.13	35.13	36.14	37.14	38.13	39.14
6	B	22.38	23.12	23.87	24.61	25.36	26.10	26.85	27.60	28.34	29.09
	O	33.57	34.68	35.81	36.92	38.04	39.15	40.28	41.40	42.51	43.64
7	B	24.86	25.69	26.52	27.35	28.18	29.01	29.84	30.67	31.50	32.33
	O	37.29	38.54	39.78	41.03	42.27	43.52	44.76	46.01	47.25	48.50
8	B	27.54	28.46	29.37	30.29	31.21	32.13	33.05	33.96	34.88	35.80
	O	41.31	42.69	44.06	45.44	46.82	48.20	49.58	50.24	50.24	50.24
9	B	30.41	31.43	32.44	33.46	34.47	35.48	36.50	37.51	38.52	39.54
	O	45.62	47.15	48.66	50.19	50.24	50.24	50.24	50.24	50.24	50.24
10	B	33.49	34.61	35.73	36.84	37.96	39.07	40.19	41.31	42.42	43.54
	O	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24
11	B	36.80	38.03	39.25	40.48	41.70	42.93	44.16	45.38	46.61	47.84
	O	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24	50.24
12	B	44.11	45.58	47.05	48.52	49.99	51.46	52.93	54.40	55.87	57.34
	O	50.24	50.24	50.24	50.24	50.24	51.46	52.93	54.40	55.87	57.34
13	B	52.45	54.20	55.95	57.69	59.44	61.19	62.94	64.69	66.44	68.18
	O	52.45	54.20	55.95	57.69	59.44	61.19	62.94	64.69	66.44	68.18
14	B	61.98	64.04	66.11	68.18	70.24	72.31	74.37	76.44	78.51	80.57
	O	61.98	64.04	66.11	68.18	70.24	72.31	74.37	76.44	78.51	80.57
15	B	72.90	75.33	77.76	80.19	82.62	85.05	87.48	89.91	92.34	93.53
	O	72.90	75.33	77.76	80.19	82.62	85.05	87.48	89.91	92.34	93.53

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>