

**Salary Table 2023-HOU (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 34.47%**  
**For the Locality Pay Area of Houston-The Woodlands, TX**  
**Total Increase: 4.50%**  
**Effective January 2023**

*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	\$ 13.53	\$ 13.98	\$ 14.43	\$ 14.88	\$ 15.33	\$ 15.59	\$ 16.04	\$ 16.49	\$ 16.51	\$ 16.93
	O	20.30	20.97	21.65	22.32	23.00	23.39	24.06	24.74	24.77	25.40
2	B	15.21	15.58	16.08	16.51	16.69	17.18	17.67	18.16	18.66	19.15
	O	22.82	23.37	24.12	24.77	25.04	25.77	26.51	27.24	27.99	28.73
3	B	19.92	20.47	21.03	21.58	22.14	22.69	23.24	23.80	24.35	24.90
	O	29.88	30.71	31.55	32.37	33.21	34.04	34.86	35.70	36.53	37.35
4	B	22.36	22.98	23.60	24.22	24.85	25.47	26.09	26.71	27.33	27.95
	O	33.54	34.47	35.40	36.33	37.28	38.21	39.14	40.07	41.00	41.93
5	B	25.71	26.41	27.11	27.80	28.50	29.19	29.89	30.58	31.28	31.97
	O	38.57	39.62	40.67	41.70	42.75	43.79	44.84	45.87	46.92	47.96
6	B	27.11	27.89	28.66	29.44	30.21	30.99	31.76	32.53	33.31	34.08
	O	40.67	41.84	42.99	44.16	45.32	46.49	47.64	48.80	49.97	51.12
7	B	29.27	30.13	30.99	31.85	32.71	33.57	34.43	35.29	36.16	37.02
	O	43.91	45.20	46.49	47.78	49.07	50.36	51.65	52.94	53.93	53.93
8	B	30.51	31.46	32.42	33.37	34.32	35.28	36.23	37.18	38.14	39.09
	O	45.77	47.19	48.63	50.06	51.48	52.92	53.93	53.93	53.93	53.93
9	B	32.64	33.70	34.75	35.80	36.85	37.91	38.96	40.01	41.07	42.12
	O	48.96	50.55	52.13	53.70	53.93	53.93	53.93	53.93	53.93	53.93
10	B	35.95	37.11	38.27	39.43	40.59	41.75	42.91	44.07	45.22	46.38
	O	53.93	53.93	53.93	53.93	53.93	53.93	53.93	53.93	53.93	53.93
11	B	38.22	39.49	40.77	42.04	43.32	44.59	45.86	47.14	48.41	49.69
	O	53.93	53.93	53.93	53.93	53.93	53.93	53.93	53.93	53.93	53.93
12	B	45.81	47.34	48.86	50.39	51.92	53.45	54.97	56.50	58.03	59.55
	O	53.93	53.93	53.93	53.93	53.93	53.93	54.97	56.50	58.03	59.55
13	B	54.47	56.29	58.11	59.92	61.74	63.55	65.37	67.18	69.00	70.82
	O	54.47	56.29	58.11	59.92	61.74	63.55	65.37	67.18	69.00	70.82
14	B	64.37	66.52	68.66	70.81	72.96	75.10	77.25	79.39	81.54	83.68
	O	64.37	66.52	68.66	70.81	72.96	75.10	77.25	79.39	81.54	83.68
15	B	75.72	78.24	80.77	83.29	85.81	87.93	87.93	87.93	87.93	87.93
	O	75.72	78.24	80.77	83.29	85.81	87.93	87.93	87.93	87.93	87.93

\* 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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>