

**SALARY TABLE 2019-HOU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 32.54%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX**  
**TOTAL INCREASE: 2.02%**  
**EFFECTIVE JANUARY 2019**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,246	\$ 26,092	\$ 26,932	\$ 27,766	\$ 28,606	\$ 29,097	\$ 29,926	\$ 30,764	\$ 30,797	\$ 31,580
2	28,386	29,062	30,002	30,797	31,143	32,059	32,975	33,890	34,806	35,722
3	37,167	38,199	39,232	40,264	41,297	42,329	43,362	44,394	45,427	46,459
4	41,720	42,878	44,036	45,195	46,353	47,512	48,670	49,828	50,987	52,145
5	47,974	49,270	50,567	51,863	53,159	54,455	55,752	57,048	58,344	59,640
6	50,592	52,038	53,484	54,930	56,376	57,822	59,268	60,714	62,160	63,606
7	54,612	56,218	57,825	59,431	61,037	62,644	64,250	65,856	67,463	69,069
8	56,922	58,701	60,479	62,258	64,037	65,815	67,594	69,373	71,151	72,930
9	60,906	62,870	64,835	66,799	68,763	70,727	72,692	74,656	76,620	78,584
10	67,072	69,235	71,398	73,561	75,724	77,887	80,050	82,213	84,376	86,539
11	71,313	73,691	76,069	78,446	80,824	83,202	85,580	87,958	90,335	92,713
12	85,475	88,325	91,174	94,024	96,873	99,723	102,573	105,422	108,272	111,122
13	101,641	105,029	108,416	111,804	115,192	118,580	121,967	125,355	128,743	132,130
14	120,109	124,113	128,117	132,121	136,125	140,129	144,133	148,137	152,141	156,145
15	141,281	145,990	150,699	155,408	160,118	164,827	166,500 *	166,500 *	166,500 *	166,500 *

\* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>