

**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**

*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	\$ 12.10	\$ 12.50	\$ 12.90	\$ 13.30	\$ 13.71	\$ 13.94	\$ 14.34	\$ 14.74	\$ 14.76	\$ 15.13
	O	18.15	18.75	19.35	19.95	20.57	20.91	21.51	22.11	22.14	22.70
2	B	13.60	13.93	14.38	14.76	14.92	15.36	15.80	16.24	16.68	17.12
	O	20.40	20.90	21.57	22.14	22.38	23.04	23.70	24.36	25.02	25.68
3	B	17.81	18.30	18.80	19.29	19.79	20.28	20.78	21.27	21.77	22.26
	O	26.72	27.45	28.20	28.94	29.69	30.42	31.17	31.91	32.66	33.39
4	B	19.99	20.55	21.10	21.66	22.21	22.77	23.32	23.88	24.43	24.99
	O	29.99	30.83	31.65	32.49	33.32	34.16	34.98	35.82	36.65	37.49
5	B	22.99	23.61	24.23	24.85	25.47	26.09	26.71	27.33	27.96	28.58
	O	34.49	35.42	36.35	37.28	38.21	39.14	40.07	41.00	41.94	42.87
6	B	24.24	24.93	25.63	26.32	27.01	27.71	28.40	29.09	29.78	30.48
	O	36.36	37.40	38.45	39.48	40.52	41.57	42.60	43.64	44.67	45.72
7	B	26.17	26.94	27.71	28.48	29.25	30.02	30.79	31.56	32.33	33.09
	O	39.26	40.41	41.57	42.72	43.88	45.03	46.19	47.34	48.21	48.21
8	B	27.27	28.13	28.98	29.83	30.68	31.54	32.39	33.24	34.09	34.94
	O	40.91	42.20	43.47	44.75	46.02	47.31	48.21	48.21	48.21	48.21
9	B	29.18	30.12	31.07	32.01	32.95	33.89	34.83	35.77	36.71	37.65
	O	43.77	45.18	46.61	48.02	48.21	48.21	48.21	48.21	48.21	48.21
10	B	32.14	33.17	34.21	35.25	36.28	37.32	38.36	39.39	40.43	41.47
	O	48.21	48.21	48.21	48.21	48.21	48.21	48.21	48.21	48.21	48.21
11	B	34.17	35.31	36.45	37.59	38.73	39.87	41.01	42.15	43.28	44.42
	O	48.21	48.21	48.21	48.21	48.21	48.21	48.21	48.21	48.21	48.21
12	B	40.96	42.32	43.69	45.05	46.42	47.78	49.15	50.51	51.88	53.24
	O	48.21	48.21	48.21	48.21	48.21	48.21	49.15	50.51	51.88	53.24
13	B	48.70	50.33	51.95	53.57	55.20	56.82	58.44	60.06	61.69	63.31
	O	48.70	50.33	51.95	53.57	55.20	56.82	58.44	60.06	61.69	63.31
14	B	57.55	59.47	61.39	63.31	65.23	67.14	69.06	70.98	72.90	74.82
	O	57.55	59.47	61.39	63.31	65.23	67.14	69.06	70.98	72.90	74.82
15	B	67.70	69.95	72.21	74.46	76.72	78.98	79.78	79.78	79.78	79.78
	O	67.70	69.95	72.21	74.46	76.72	78.98	79.78	79.78	79.78	79.78

\* 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 2019 Locality Pay Area Definitions page:

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