

Salary Table 2025-HOU
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 35.00%
For the Locality Pay Area of Houston-The Woodlands, TX
Total Increase: 1.91%
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	\$ 14.46	\$ 14.95	\$ 15.43	\$ 15.91	\$ 16.39	\$ 16.67	\$ 17.15	\$ 17.62	\$ 17.64	\$ 18.09
	O	21.69	22.43	23.15	23.87	24.59	25.01	25.73	26.43	26.46	27.14
2	B	16.26	16.65	17.19	17.64	17.84	18.37	18.89	19.42	19.94	20.47
	O	24.39	24.98	25.79	26.46	26.76	27.56	28.34	29.13	29.91	30.71
3	B	17.75	18.34	18.93	19.52	20.11	20.70	21.29	21.88	22.48	23.07
	O	26.63	27.51	28.40	29.28	30.17	31.05	31.94	32.82	33.72	34.61
4	B	19.92	20.58	21.25	21.91	22.58	23.24	23.91	24.57	25.23	25.90
	O	29.88	30.87	31.88	32.87	33.87	34.86	35.87	36.86	37.85	38.85
5	B	22.29	23.03	23.77	24.51	25.26	26.00	26.74	27.49	28.23	28.97
	O	33.44	34.55	35.66	36.77	37.89	39.00	40.11	41.24	42.35	43.46
6	B	24.84	25.67	26.50	27.33	28.16	28.98	29.81	30.64	31.47	32.30
	O	37.26	38.51	39.75	41.00	42.24	43.47	44.72	45.96	47.21	48.45
7	B	27.61	28.53	29.45	30.37	31.29	32.21	33.13	34.05	34.97	35.89
	O	41.42	42.80	44.18	45.56	46.94	48.32	49.70	51.08	52.46	53.84
8	B	30.57	31.59	32.61	33.63	34.65	35.67	36.69	37.71	38.73	39.75
	O	45.86	47.39	48.92	50.45	51.98	53.51	55.04	55.79	55.79	55.79
9	B	33.77	34.90	36.02	37.15	38.27	39.40	40.52	41.65	42.77	43.90
	O	50.66	52.35	54.03	55.73	55.79	55.79	55.79	55.79	55.79	55.79
10	B	37.19	38.43	39.67	40.91	42.15	43.38	44.62	45.86	47.10	48.34
	O	55.79	55.79	55.79	55.79	55.79	55.79	55.79	55.79	55.79	55.79
11	B	40.86	42.22	43.58	44.94	46.30	47.67	49.03	50.39	51.75	53.11
	O	55.79	55.79	55.79	55.79	55.79	55.79	55.79	55.79	55.79	55.79
12	B	48.97	50.60	52.24	53.87	55.50	57.13	58.77	60.40	62.03	63.67
	O	55.79	55.79	55.79	55.79	55.79	57.13	58.77	60.40	62.03	63.67
13	B	58.23	60.17	62.12	64.06	66.00	67.94	69.88	71.82	73.76	75.70
	O	58.23	60.17	62.12	64.06	66.00	67.94	69.88	71.82	73.76	75.70
14	B	68.81	71.11	73.40	75.70	77.99	80.28	82.58	84.87	87.16	89.46
	O	68.81	71.11	73.40	75.70	77.99	80.28	82.58	84.87	87.16	89.46
15	B	80.94	83.64	86.34	89.04	91.74	93.53	93.53	93.53	93.53	93.53
	O	80.94	83.64	86.34	89.04	91.74	93.53	93.53	93.53	93.53	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/>