

**SALARY TABLE 2013-HOU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 28.71%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX**  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2013**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 10.98	\$ 11.35	\$ 11.71	\$ 12.07	\$ 12.44	\$ 12.65	\$ 13.02	\$ 13.38	\$ 13.39	\$ 13.73
	O	16.47	17.03	17.57	18.11	18.66	18.98	19.53	20.07	20.09	20.60
2	B	12.34	12.64	13.05	13.39	13.54	13.94	14.34	14.74	15.14	15.54
	O	18.51	18.96	19.58	20.09	20.31	20.91	21.51	22.11	22.71	23.31
3	B	16.16	16.61	17.06	17.51	17.96	18.41	18.86	19.31	19.75	20.20
	O	24.24	24.92	25.59	26.27	26.94	27.62	28.29	28.97	29.63	30.30
4	B	18.14	18.65	19.15	19.66	20.16	20.66	21.17	21.67	22.17	22.68
	O	27.21	27.98	28.73	29.49	30.24	30.99	31.76	32.51	33.26	34.02
5	B	20.86	21.43	21.99	22.55	23.12	23.68	24.25	24.81	25.37	25.94
	O	31.29	32.15	32.99	33.83	34.68	35.52	36.38	37.22	38.06	38.91
6	B	22.00	22.63	23.26	23.89	24.51	25.14	25.77	26.40	27.03	27.66
	O	33.00	33.95	34.89	35.84	36.77	37.71	38.66	39.60	40.55	41.49
7	B	23.75	24.45	25.15	25.85	26.55	27.24	27.94	28.64	29.34	30.04
	O	35.63	36.68	37.73	38.78	39.83	40.86	41.91	42.96	43.76	43.76
8	B	24.75	25.53	26.30	27.07	27.85	28.62	29.39	30.17	30.94	31.71
	O	37.13	38.30	39.45	40.61	41.78	42.93	43.76	43.76	43.76	43.76
9	B	26.49	27.34	28.20	29.05	29.90	30.76	31.61	32.47	33.32	34.17
	O	39.74	41.01	42.30	43.58	43.76	43.76	43.76	43.76	43.76	43.76
10	B	29.17	30.11	31.05	31.99	32.93	33.87	34.82	35.76	36.70	37.64
	O	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76
11	B	31.01	32.05	33.08	34.11	35.15	36.18	37.21	38.25	39.28	40.32
	O	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76
12	B	37.17	38.41	39.65	40.89	42.13	43.37	44.61	45.85	47.08	48.32
	O	43.76	43.76	43.76	43.76	43.76	43.76	44.61	45.85	47.08	48.32
13	B	44.20	45.68	47.15	48.62	50.10	51.57	53.04	54.52	55.99	57.46
	O	44.20	45.68	47.15	48.62	50.10	51.57	53.04	54.52	55.99	57.46
14	B	52.23	53.98	55.72	57.46	59.20	60.94	62.68	64.42	66.16	67.90
	O	52.23	53.98	55.72	57.46	59.20	60.94	62.68	64.42	66.16	67.90
15	B	61.44	63.49	65.54	67.59	69.64	71.68	73.73	74.51	74.51	74.51
	O	61.44	63.49	65.54	67.59	69.64	71.68	73.73	74.51	74.51	74.51

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

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>