

SALARY TABLE 2020-HOU
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.32%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX
TOTAL INCREASE: 3.20%
EFFECTIVE JANUARY 2020

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	\$ 12.48	\$ 12.90	\$ 13.32	\$ 13.73	\$ 14.15	\$ 14.39	\$ 14.80	\$ 15.21	\$ 15.23	\$ 15.62
	O	18.72	19.35	19.98	20.60	21.23	21.59	22.20	22.82	22.85	23.43
2	B	14.04	14.37	14.84	15.23	15.40	15.85	16.31	16.76	17.21	17.67
	O	21.06	21.56	22.26	22.85	23.10	23.78	24.47	25.14	25.82	26.51
3	B	15.32	15.83	16.34	16.85	17.36	17.87	18.38	18.89	19.40	19.91
	O	22.98	23.75	24.51	25.28	26.04	26.81	27.57	28.34	29.10	29.87
4	B	17.19	17.77	18.34	18.91	19.49	20.06	20.63	21.20	21.78	22.35
	O	25.79	26.66	27.51	28.37	29.24	30.09	30.95	31.80	32.67	33.53
5	B	19.24	19.88	20.52	21.16	21.80	22.44	23.08	23.73	24.37	25.01
	O	28.86	29.82	30.78	31.74	32.70	33.66	34.62	35.60	36.56	37.52
6	B	21.44	22.16	22.87	23.59	24.30	25.02	25.73	26.45	27.16	27.88
	O	32.16	33.24	34.31	35.39	36.45	37.53	38.60	39.68	40.74	41.82
7	B	23.83	24.62	25.42	26.21	27.00	27.80	28.59	29.39	30.18	30.97
	O	35.75	36.93	38.13	39.32	40.50	41.70	42.89	44.09	45.27	46.46
8	B	26.39	27.27	28.15	29.03	29.91	30.79	31.67	32.55	33.43	34.31
	O	39.59	40.91	42.23	43.55	44.87	46.19	47.51	48.15	48.15	48.15
9	B	29.15	30.12	31.09	32.06	33.03	34.01	34.98	35.95	36.92	37.89
	O	43.73	45.18	46.64	48.09	48.15	48.15	48.15	48.15	48.15	48.15
10	B	32.10	33.17	34.24	35.31	36.38	37.45	38.52	39.59	40.66	41.73
	O	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15
11	B	35.26	36.44	37.62	38.79	39.97	41.14	42.32	43.49	44.67	45.84
	O	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15	48.15
12	B	42.27	43.68	45.09	46.50	47.91	49.31	50.72	52.13	53.54	54.95
	O	48.15	48.15	48.15	48.15	48.15	49.31	50.72	52.13	53.54	54.95
13	B	50.26	51.94	53.61	55.29	56.96	58.64	60.32	61.99	63.67	65.34
	O	50.26	51.94	53.61	55.29	56.96	58.64	60.32	61.99	63.67	65.34
14	B	59.39	61.37	63.35	65.33	67.31	69.29	71.27	73.25	75.23	77.21
	O	59.39	61.37	63.35	65.33	67.31	69.29	71.27	73.25	75.23	77.21
15	B	69.86	72.19	74.52	76.85	79.18	81.51	81.84	81.84	81.84	81.84
	O	69.86	72.19	74.52	76.85	79.18	81.51	81.84	81.84	81.84	81.84

* 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 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>