

SALARY TABLE 2021-HOU
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.32%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

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	\$ 12.61	\$ 13.03	\$ 13.45	\$ 13.87	\$ 14.29	\$ 14.53	\$ 14.95	\$ 15.36	\$ 15.38	\$ 15.77
	O	18.92	19.55	20.18	20.81	21.44	21.80	22.43	23.04	23.07	23.66
2	B	14.18	14.52	14.98	15.38	15.55	16.01	16.47	16.93	17.38	17.84
	O	21.27	21.78	22.47	23.07	23.33	24.02	24.71	25.40	26.07	26.76
3	B	15.47	15.99	16.50	17.02	17.53	18.05	18.56	19.08	19.59	20.11
	O	23.21	23.99	24.75	25.53	26.30	27.08	27.84	28.62	29.39	30.17
4	B	17.37	17.94	18.52	19.10	19.68	20.26	20.84	21.42	22.00	22.57
	O	26.06	26.91	27.78	28.65	29.52	30.39	31.26	32.13	33.00	33.86
5	B	19.43	20.08	20.72	21.37	22.02	22.67	23.32	23.96	24.61	25.26
	O	29.15	30.12	31.08	32.06	33.03	34.01	34.98	35.94	36.92	37.89
6	B	21.66	22.38	23.10	23.82	24.55	25.27	25.99	26.71	27.43	28.15
	O	32.49	33.57	34.65	35.73	36.83	37.91	38.99	40.07	41.15	42.23
7	B	24.07	24.87	25.67	26.47	27.28	28.08	28.88	29.68	30.49	31.29
	O	36.11	37.31	38.51	39.71	40.92	42.12	43.32	44.52	45.74	46.94
8	B	26.65	27.54	28.43	29.32	30.21	31.10	31.98	32.87	33.76	34.65
	O	39.98	41.31	42.65	43.98	45.32	46.65	47.97	48.63	48.63	48.63
9	B	29.44	30.42	31.40	32.38	33.36	34.34	35.33	36.31	37.29	38.27
	O	44.16	45.63	47.10	48.57	48.63	48.63	48.63	48.63	48.63	48.63
10	B	32.42	33.50	34.58	35.66	36.74	37.82	38.90	39.98	41.07	42.15
	O	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63
11	B	35.62	36.80	37.99	39.18	40.37	41.56	42.74	43.93	45.12	46.31
	O	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63	48.63
12	B	42.69	44.11	45.54	46.96	48.38	49.81	51.23	52.65	54.08	55.50
	O	48.63	48.63	48.63	48.63	48.63	49.81	51.23	52.65	54.08	55.50
13	B	50.77	52.46	54.15	55.84	57.53	59.23	60.92	62.61	64.30	66.00
	O	50.77	52.46	54.15	55.84	57.53	59.23	60.92	62.61	64.30	66.00
14	B	59.99	61.99	63.99	65.99	67.99	69.99	71.99	73.99	75.98	77.98
	O	59.99	61.99	63.99	65.99	67.99	69.99	71.99	73.99	75.98	77.98
15	B	70.56	72.92	75.27	77.62	79.97	82.32	82.65	82.65	82.65	82.65
	O	70.56	72.92	75.27	77.62	79.97	82.32	82.65	82.65	82.65	82.65

* 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 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>