

Salary Table 2024-HOU (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.7% General Schedule Increase and a Locality Payment of 34.72%
For the Locality Pay Area of Houston-The Woodlands, TX
Total Increase: 4.89%
Effective January 2024

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	\$ 14.19	\$ 14.67	\$ 15.14	\$ 15.61	\$ 16.08	\$ 16.36	\$ 16.82	\$ 17.29	\$ 17.31	\$ 17.75
	O	21.29	22.01	22.71	23.42	24.12	24.54	25.23	25.94	25.97	26.63
2	B	15.96	16.34	16.87	17.31	17.51	18.02	18.54	19.05	19.57	20.08
	O	23.94	24.51	25.31	25.97	26.27	27.03	27.81	28.58	29.36	30.12
3	B	20.90	21.48	22.06	22.64	23.22	23.80	24.38	24.96	25.54	26.12
	O	31.35	32.22	33.09	33.96	34.83	35.70	36.57	37.44	38.31	39.18
4	B	23.45	24.11	24.76	25.41	26.06	26.71	27.36	28.01	28.67	29.32
	O	35.18	36.17	37.14	38.12	39.09	40.07	41.04	42.02	43.01	43.98
5	B	26.97	27.70	28.43	29.16	29.89	30.61	31.34	32.07	32.80	33.53
	O	40.46	41.55	42.65	43.74	44.84	45.92	47.01	48.11	49.20	50.30
6	B	28.44	29.25	30.07	30.88	31.69	32.51	33.32	34.13	34.94	35.76
	O	42.66	43.88	45.11	46.32	47.54	48.77	49.98	51.20	52.41	53.64
7	B	30.70	31.61	32.51	33.41	34.31	35.22	36.12	37.02	37.93	38.83
	O	46.05	47.42	48.77	50.12	51.47	52.83	54.18	55.53	56.57	56.57
8	B	32.00	33.00	34.00	35.00	36.00	37.00	38.00	39.00	40.00	41.00
	O	48.00	49.50	51.00	52.50	54.00	55.50	56.57	56.57	56.57	56.57
9	B	34.24	35.34	36.45	37.55	38.66	39.76	40.87	41.97	43.08	44.18
	O	51.36	53.01	54.68	56.33	56.57	56.57	56.57	56.57	56.57	56.57
10	B	37.71	38.92	40.14	41.35	42.57	43.79	45.00	46.22	47.44	48.65
	O	56.57	56.57	56.57	56.57	56.57	56.57	56.57	56.57	56.57	56.57
11	B	40.09	41.43	42.76	44.10	45.44	46.77	48.11	49.44	50.78	52.12
	O	56.57	56.57	56.57	56.57	56.57	56.57	56.57	56.57	56.57	56.57
12	B	48.05	49.65	51.26	52.86	54.46	56.06	57.66	59.26	60.87	62.47
	O	56.57	56.57	56.57	56.57	56.57	56.57	57.66	59.26	60.87	62.47
13	B	57.14	59.05	60.95	62.86	64.76	66.67	68.57	70.48	72.38	74.29
	O	57.14	59.05	60.95	62.86	64.76	66.67	68.57	70.48	72.38	74.29
14	B	67.52	69.77	72.03	74.28	76.53	78.78	81.03	83.28	85.53	87.78
	O	67.52	69.77	72.03	74.28	76.53	78.78	81.03	83.28	85.53	87.78
15	B	79.43	82.07	84.72	87.37	90.01	91.95	91.95	91.95	91.95	91.95
	O	79.43	82.07	84.72	87.37	90.01	91.95	91.95	91.95	91.95	91.95

* 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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>