

SALARY TABLE 2016-HOU
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.11%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX
TOTAL INCREASE: 1.31%
EFFECTIVE JANUARY 2016

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 | \$ 11.35 | \$ 11.73 | \$ 12.10 | \$ 12.48 | \$ 12.86 | \$ 13.08 | \$ 13.45 | \$ 13.83 | \$ 13.84 | \$ 14.19 |
| | O | 17.03 | 17.60 | 18.15 | 18.72 | 19.29 | 19.62 | 20.18 | 20.75 | 20.76 | 21.29 |
| 2 | B | 12.76 | 13.06 | 13.48 | 13.84 | 14.00 | 14.41 | 14.82 | 15.24 | 15.65 | 16.06 |
| | O | 19.14 | 19.59 | 20.22 | 20.76 | 21.00 | 21.62 | 22.23 | 22.86 | 23.48 | 24.09 |
| 3 | B | 13.92 | 14.38 | 14.85 | 15.31 | 15.78 | 16.24 | 16.70 | 17.17 | 17.63 | 18.10 |
| | O | 20.88 | 21.57 | 22.28 | 22.97 | 23.67 | 24.36 | 25.05 | 25.76 | 26.45 | 27.15 |
| 4 | B | 15.63 | 16.15 | 16.67 | 17.19 | 17.71 | 18.23 | 18.75 | 19.27 | 19.79 | 20.32 |
| | O | 23.45 | 24.23 | 25.01 | 25.79 | 26.57 | 27.35 | 28.13 | 28.91 | 29.69 | 30.48 |
| 5 | B | 17.48 | 18.07 | 18.65 | 19.23 | 19.82 | 20.40 | 20.98 | 21.56 | 22.15 | 22.73 |
| | O | 26.22 | 27.11 | 27.98 | 28.85 | 29.73 | 30.60 | 31.47 | 32.34 | 33.23 | 34.10 |
| 6 | B | 19.49 | 20.14 | 20.79 | 21.44 | 22.09 | 22.74 | 23.39 | 24.04 | 24.69 | 25.34 |
| | O | 29.24 | 30.21 | 31.19 | 32.16 | 33.14 | 34.11 | 35.09 | 36.06 | 37.04 | 38.01 |
| 7 | B | 21.66 | 22.38 | 23.10 | 23.82 | 24.55 | 25.27 | 25.99 | 26.71 | 27.43 | 28.16 |
| | O | 32.49 | 33.57 | 34.65 | 35.73 | 36.83 | 37.91 | 38.99 | 40.07 | 41.15 | 42.24 |
| 8 | B | 23.99 | 24.78 | 25.58 | 26.38 | 27.18 | 27.98 | 28.78 | 29.58 | 30.38 | 31.18 |
| | O | 35.99 | 37.17 | 38.37 | 39.57 | 40.77 | 41.97 | 43.17 | 43.76 | 43.76 | 43.76 |
| 9 | B | 26.49 | 27.37 | 28.26 | 29.14 | 30.02 | 30.91 | 31.79 | 32.67 | 33.55 | 34.44 |
| | O | 39.74 | 41.06 | 42.39 | 43.71 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 |
| 10 | B | 29.17 | 30.15 | 31.12 | 32.09 | 33.06 | 34.04 | 35.01 | 35.98 | 36.95 | 37.93 |
| | O | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 |
| 11 | B | 32.05 | 33.12 | 34.19 | 35.26 | 36.33 | 37.39 | 38.46 | 39.53 | 40.60 | 41.67 |
| | O | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 |
| 12 | B | 38.42 | 39.70 | 40.98 | 42.26 | 43.54 | 44.82 | 46.10 | 47.38 | 48.66 | 49.94 |
| | O | 43.76 | 43.76 | 43.76 | 43.76 | 43.76 | 44.82 | 46.10 | 47.38 | 48.66 | 49.94 |
| 13 | B | 45.68 | 47.21 | 48.73 | 50.25 | 51.78 | 53.30 | 54.82 | 56.35 | 57.87 | 59.39 |
| | O | 45.68 | 47.21 | 48.73 | 50.25 | 51.78 | 53.30 | 54.82 | 56.35 | 57.87 | 59.39 |
| 14 | B | 53.98 | 55.78 | 57.58 | 59.38 | 61.18 | 62.98 | 64.78 | 66.58 | 68.38 | 70.18 |
| | O | 53.98 | 55.78 | 57.58 | 59.38 | 61.18 | 62.98 | 64.78 | 66.58 | 68.38 | 70.18 |
| 15 | B | 63.50 | 65.62 | 67.74 | 69.85 | 71.97 | 74.09 | 76.20 | 76.81 | 76.81 | 76.81 |
| | O | 63.50 | 65.62 | 67.74 | 69.85 | 71.97 | 74.09 | 76.20 | 76.81 | 76.81 | 76.81 |

* 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 2016 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>