

**SALARY TABLE 2017-HOU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 30.97%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX**  
**TOTAL INCREASE: 2.46%**  
**EFFECTIVE JANUARY 2017**

*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	\$ 11.63	\$ 12.02	\$ 12.40	\$ 12.79	\$ 13.17	\$ 13.40	\$ 13.78	\$ 14.17	\$ 14.18	\$ 14.54
	O	17.45	18.03	18.60	19.19	19.76	20.10	20.67	21.26	21.27	21.81
2	B	13.07	13.38	13.82	14.18	14.34	14.76	15.18	15.61	16.03	16.45
	O	19.61	20.07	20.73	21.27	21.51	22.14	22.77	23.42	24.05	24.68
3	B	17.12	17.59	18.07	18.54	19.02	19.49	19.97	20.45	20.92	21.40
	O	25.68	26.39	27.11	27.81	28.53	29.24	29.96	30.68	31.38	32.10
4	B	19.21	19.75	20.28	20.81	21.35	21.88	22.41	22.95	23.48	24.01
	O	28.82	29.63	30.42	31.22	32.03	32.82	33.62	34.43	35.22	36.02
5	B	22.10	22.69	23.29	23.89	24.49	25.08	25.68	26.28	26.87	27.47
	O	33.15	34.04	34.94	35.84	36.74	37.62	38.52	39.42	40.31	41.21
6	B	23.30	23.96	24.63	25.29	25.96	26.63	27.29	27.96	28.62	29.29
	O	34.95	35.94	36.95	37.94	38.94	39.95	40.94	41.94	42.93	43.94
7	B	25.15	25.89	26.63	27.37	28.11	28.85	29.59	30.33	31.07	31.81
	O	37.73	38.84	39.95	41.06	42.17	43.28	44.39	45.50	46.34	46.34
8	B	26.21	27.03	27.85	28.67	29.49	30.31	31.13	31.94	32.76	33.58
	O	39.32	40.55	41.78	43.01	44.24	45.47	46.34	46.34	46.34	46.34
9	B	28.05	28.95	29.86	30.76	31.67	32.57	33.48	34.38	35.29	36.19
	O	42.08	43.43	44.79	46.14	46.34	46.34	46.34	46.34	46.34	46.34
10	B	30.89	31.88	32.88	33.88	34.87	35.87	36.87	37.86	38.86	39.86
	O	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34
11	B	32.84	33.93	35.03	36.12	37.22	38.31	39.41	40.50	41.59	42.69
	O	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34
12	B	39.36	40.67	41.99	43.30	44.61	45.92	47.23	48.55	49.86	51.17
	O	46.34	46.34	46.34	46.34	46.34	46.34	47.23	48.55	49.86	51.17
13	B	46.81	48.37	49.93	51.49	53.05	54.61	56.17	57.73	59.29	60.85
	O	46.81	48.37	49.93	51.49	53.05	54.61	56.17	57.73	59.29	60.85
14	B	55.31	57.15	59.00	60.84	62.68	64.53	66.37	68.22	70.06	71.90
	O	55.31	57.15	59.00	60.84	62.68	64.53	66.37	68.22	70.06	71.90
15	B	65.06	67.23	69.40	71.57	73.74	75.90	77.58	77.58	77.58	77.58
	O	65.06	67.23	69.40	71.57	73.74	75.90	77.58	77.58	77.58	77.58

\* 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 2017 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>