

**SALARY TABLE 2020-HOU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**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	18.38	18.89	19.40	19.91	20.42	20.93	21.44	21.95	22.46	22.97
	O	27.57	28.34	29.10	29.87	30.63	31.40	32.16	32.93	33.69	34.46
4	B	20.63	21.20	21.78	22.35	22.92	23.50	24.07	24.64	25.22	25.79
	O	30.95	31.80	32.67	33.53	34.38	35.25	36.11	36.96	37.83	38.69
5	B	23.73	24.37	25.01	25.65	26.29	26.93	27.57	28.22	28.86	29.50
	O	35.60	36.56	37.52	38.48	39.44	40.40	41.36	42.33	43.29	44.25
6	B	25.02	25.73	26.45	27.16	27.88	28.59	29.31	30.02	30.74	31.45
	O	37.53	38.60	39.68	40.74	41.82	42.89	43.97	45.03	46.11	47.18
7	B	27.00	27.80	28.59	29.39	30.18	30.97	31.77	32.56	33.36	34.15
	O	40.50	41.70	42.89	44.09	45.27	46.46	47.66	48.84	49.76	49.76
8	B	28.15	29.03	29.91	30.79	31.67	32.55	33.43	34.31	35.19	36.07
	O	42.23	43.55	44.87	46.19	47.51	48.83	49.76	49.76	49.76	49.76
9	B	30.12	31.09	32.06	33.03	34.01	34.98	35.95	36.92	37.89	38.86
	O	45.18	46.64	48.09	49.55	49.76	49.76	49.76	49.76	49.76	49.76
10	B	33.17	34.24	35.31	36.38	37.45	38.52	39.59	40.66	41.73	42.80
	O	49.76	49.76	49.76	49.76	49.76	49.76	49.76	49.76	49.76	49.76
11	B	35.26	36.44	37.62	38.79	39.97	41.14	42.32	43.49	44.67	45.84
	O	49.76	49.76	49.76	49.76	49.76	49.76	49.76	49.76	49.76	49.76
12	B	42.27	43.68	45.09	46.50	47.91	49.31	50.72	52.13	53.54	54.95
	O	49.76	49.76	49.76	49.76	49.76	49.76	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)).

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 2020 Locality Pay Area Definitions page:

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