

SALARY TABLE 2021-HOU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
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	18.56	19.08	19.59	20.11	20.62	21.14	21.66	22.17	22.69	23.20
	O	27.84	28.62	29.39	30.17	30.93	31.71	32.49	33.26	34.04	34.80
4	B	20.84	21.42	22.00	22.57	23.15	23.73	24.31	24.89	25.47	26.05
	O	31.26	32.13	33.00	33.86	34.73	35.60	36.47	37.34	38.21	39.08
5	B	23.96	24.61	25.26	25.91	26.55	27.20	27.85	28.50	29.15	29.79
	O	35.94	36.92	37.89	38.87	39.83	40.80	41.78	42.75	43.73	44.69
6	B	25.27	25.99	26.71	27.43	28.15	28.88	29.60	30.32	31.04	31.76
	O	37.91	38.99	40.07	41.15	42.23	43.32	44.40	45.48	46.56	47.64
7	B	27.28	28.08	28.88	29.68	30.49	31.29	32.09	32.89	33.69	34.50
	O	40.92	42.12	43.32	44.52	45.74	46.94	48.14	49.34	50.25	50.25
8	B	28.43	29.32	30.21	31.10	31.98	32.87	33.76	34.65	35.54	36.43
	O	42.65	43.98	45.32	46.65	47.97	49.31	50.25	50.25	50.25	50.25
9	B	30.42	31.40	32.38	33.36	34.34	35.33	36.31	37.29	38.27	39.25
	O	45.63	47.10	48.57	50.04	50.25	50.25	50.25	50.25	50.25	50.25
10	B	33.50	34.58	35.66	36.74	37.82	38.90	39.98	41.07	42.15	43.23
	O	50.25	50.25	50.25	50.25	50.25	50.25	50.25	50.25	50.25	50.25
11	B	35.62	36.80	37.99	39.18	40.37	41.56	42.74	43.93	45.12	46.31
	O	50.25	50.25	50.25	50.25	50.25	50.25	50.25	50.25	50.25	50.25
12	B	42.69	44.11	45.54	46.96	48.38	49.81	51.23	52.65	54.08	55.50
	O	50.25	50.25	50.25	50.25	50.25	50.25	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)).

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 2021 Locality Pay Area Definitions page:

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