

**Salary Table 2022-HOU (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 2.2% General Schedule Increase and a Locality Payment of 33.96%**  
**For the Locality Pay Area of Houston-The Woodlands, TX**  
**Total Increase: 2.69%**  
**Effective January 2022**

*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	\$ 12.95	\$ 13.38	\$ 13.81	\$ 14.24	\$ 14.67	\$ 14.92	\$ 15.35	\$ 15.78	\$ 15.80	\$ 16.20
	O	19.43	20.07	20.72	21.36	22.01	22.38	23.03	23.67	23.70	24.30
2	B	14.56	14.91	15.39	15.80	15.97	16.44	16.91	17.38	17.85	18.32
	O	21.84	22.37	23.09	23.70	23.96	24.66	25.37	26.07	26.78	27.48
3	B	19.06	19.59	20.12	20.65	21.18	21.71	22.24	22.77	23.30	23.83
	O	28.59	29.39	30.18	30.98	31.77	32.57	33.36	34.16	34.95	35.75
4	B	21.40	21.99	22.59	23.18	23.78	24.37	24.97	25.56	26.15	26.75
	O	32.10	32.99	33.89	34.77	35.67	36.56	37.46	38.34	39.23	40.13
5	B	24.61	25.27	25.94	26.60	27.27	27.93	28.60	29.26	29.93	30.59
	O	36.92	37.91	38.91	39.90	40.91	41.90	42.90	43.89	44.90	45.89
6	B	25.95	26.69	27.43	28.17	28.91	29.65	30.40	31.14	31.88	32.62
	O	38.93	40.04	41.15	42.26	43.37	44.48	45.60	46.71	47.82	48.93
7	B	28.01	28.83	29.66	30.48	31.30	32.13	32.95	33.77	34.60	35.42
	O	42.02	43.25	44.49	45.72	46.95	48.20	49.43	50.66	51.60	51.60
8	B	29.19	30.11	31.02	31.93	32.84	33.76	34.67	35.58	36.49	37.40
	O	43.79	45.17	46.53	47.90	49.26	50.64	51.60	51.60	51.60	51.60
9	B	31.24	32.25	33.25	34.26	35.27	36.28	37.28	38.29	39.30	40.31
	O	46.86	48.38	49.88	51.39	51.60	51.60	51.60	51.60	51.60	51.60
10	B	34.40	35.51	36.62	37.73	38.84	39.95	41.06	42.17	43.28	44.39
	O	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60
11	B	36.58	37.79	39.01	40.23	41.45	42.67	43.89	45.11	46.33	47.55
	O	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60	51.60
12	B	43.84	45.30	46.76	48.22	49.69	51.15	52.61	54.07	55.53	56.99
	O	51.60	51.60	51.60	51.60	51.60	51.60	52.61	54.07	55.53	56.99
13	B	52.13	53.87	55.61	57.34	59.08	60.82	62.56	64.29	66.03	67.77
	O	52.13	53.87	55.61	57.34	59.08	60.82	62.56	64.29	66.03	67.77
14	B	61.60	63.66	65.71	67.76	69.82	71.87	73.92	75.98	78.03	80.08
	O	61.60	63.66	65.71	67.76	69.82	71.87	73.92	75.98	78.03	80.08
15	B	72.46	74.88	77.29	79.71	82.12	84.48	84.48	84.48	84.48	84.48
	O	72.46	74.88	77.29	79.71	82.12	84.48	84.48	84.48	84.48	84.48

\* 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 2022 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>