

**Salary Table 2024-HOU**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 34.72%**  
**For the Locality Pay Area of Houston-The Woodlands, TX**  
**Total Increase: 4.89%**  
**Effective January 2024**

*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	\$ 14.19	\$ 14.67	\$ 15.14	\$ 15.61	\$ 16.08	\$ 16.36	\$ 16.82	\$ 17.29	\$ 17.31	\$ 17.75
	O	21.29	22.01	22.71	23.42	24.12	24.54	25.23	25.94	25.97	26.63
2	B	15.96	16.34	16.87	17.31	17.51	18.02	18.54	19.05	19.57	20.08
	O	23.94	24.51	25.31	25.97	26.27	27.03	27.81	28.58	29.36	30.12
3	B	17.41	17.99	18.57	19.15	19.73	20.31	20.90	21.48	22.06	22.64
	O	26.12	26.99	27.86	28.73	29.60	30.47	31.35	32.22	33.09	33.96
4	B	19.55	20.20	20.85	21.50	22.15	22.80	23.45	24.11	24.76	25.41
	O	29.33	30.30	31.28	32.25	33.23	34.20	35.18	36.17	37.14	38.12
5	B	21.87	22.60	23.33	24.06	24.78	25.51	26.24	26.97	27.70	28.43
	O	32.81	33.90	35.00	36.09	37.17	38.27	39.36	40.46	41.55	42.65
6	B	24.38	25.19	26.00	26.82	27.63	28.44	29.25	30.07	30.88	31.69
	O	36.57	37.79	39.00	40.23	41.45	42.66	43.88	45.11	46.32	47.54
7	B	27.09	27.99	28.90	29.80	30.70	31.61	32.51	33.41	34.31	35.22
	O	40.64	41.99	43.35	44.70	46.05	47.42	48.77	50.12	51.47	52.83
8	B	30.00	31.00	32.00	33.00	34.00	35.00	36.00	37.00	38.00	39.00
	O	45.00	46.50	48.00	49.50	51.00	52.50	54.00	54.74	54.74	54.74
9	B	33.14	34.24	35.34	36.45	37.55	38.66	39.76	40.87	41.97	43.08
	O	49.71	51.36	53.01	54.68	54.74	54.74	54.74	54.74	54.74	54.74
10	B	36.49	37.71	38.92	40.14	41.35	42.57	43.79	45.00	46.22	47.44
	O	54.74	54.74	54.74	54.74	54.74	54.74	54.74	54.74	54.74	54.74
11	B	40.09	41.43	42.76	44.10	45.44	46.77	48.11	49.44	50.78	52.12
	O	54.74	54.74	54.74	54.74	54.74	54.74	54.74	54.74	54.74	54.74
12	B	48.05	49.65	51.26	52.86	54.46	56.06	57.66	59.26	60.87	62.47
	O	54.74	54.74	54.74	54.74	54.74	56.06	57.66	59.26	60.87	62.47
13	B	57.14	59.05	60.95	62.86	64.76	66.67	68.57	70.48	72.38	74.29
	O	57.14	59.05	60.95	62.86	64.76	66.67	68.57	70.48	72.38	74.29
14	B	67.52	69.77	72.03	74.28	76.53	78.78	81.03	83.28	85.53	87.78
	O	67.52	69.77	72.03	74.28	76.53	78.78	81.03	83.28	85.53	87.78
15	B	79.43	82.07	84.72	87.37	90.01	91.95	91.95	91.95	91.95	91.95
	O	79.43	82.07	84.72	87.37	90.01	91.95	91.95	91.95	91.95	91.95

\* 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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>