

**SALARY TABLE 2016-HOU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 29.11%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX**  
**TOTAL INCREASE: 1.31%**  
**EFFECTIVE JANUARY 2016**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,683	\$ 24,474	\$ 25,262	\$ 26,045	\$ 26,833	\$ 27,294	\$ 28,072	\$ 28,857	\$ 28,888	\$ 29,619
2	26,626	27,260	28,142	28,888	29,216	30,076	30,936	31,796	32,656	33,516
3	34,862	35,831	36,799	37,767	38,736	39,704	40,672	41,641	42,609	43,577
4	39,137	40,224	41,311	42,398	43,486	44,573	45,660	46,747	47,834	48,921
5	45,003	46,219	47,435	48,651	49,867	51,084	52,300	53,516	54,732	55,949
6	47,453	48,809	50,164	51,520	52,876	54,231	55,587	56,943	58,298	59,654
7	51,227	52,734	54,240	55,747	57,254	58,761	60,267	61,774	63,281	64,787
8	53,393	55,062	56,730	58,398	60,066	61,734	63,402	65,070	66,738	68,406
9	57,131	58,974	60,816	62,658	64,501	66,343	68,186	70,028	71,870	73,713
10	62,915	64,945	66,975	69,004	71,034	73,063	75,093	77,123	79,152	81,182
11	66,893	69,123	71,353	73,582	75,812	78,042	80,272	82,501	84,731	86,961
12	80,179	82,851	85,524	88,196	90,869	93,541	96,214	98,887	101,559	104,232
13	95,343	98,521	101,700	104,879	108,057	111,236	114,415	117,593	120,772	123,951
14	112,665	116,421	120,177	123,933	127,688	131,444	135,200	138,956	142,712	146,468
15	132,526	136,944	141,363	145,781	150,199	154,617	159,035	160,300 *	160,300 *	160,300 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.

Applicable locations are shown on the 2016 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>