

**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**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 11.35	\$ 11.73	\$ 12.10	\$ 12.48	\$ 12.86	\$ 13.08	\$ 13.45	\$ 13.83	\$ 13.84	\$ 14.19
	O	17.03	17.60	18.15	18.72	19.29	19.62	20.18	20.75	20.76	21.29
2	B	12.76	13.06	13.48	13.84	14.00	14.41	14.82	15.24	15.65	16.06
	O	19.14	19.59	20.22	20.76	21.00	21.62	22.23	22.86	23.48	24.09
3	B	16.70	17.17	17.63	18.10	18.56	19.02	19.49	19.95	20.42	20.88
	O	25.05	25.76	26.45	27.15	27.84	28.53	29.24	29.93	30.63	31.32
4	B	18.75	19.27	19.79	20.32	20.84	21.36	21.88	22.40	22.92	23.44
	O	28.13	28.91	29.69	30.48	31.26	32.04	32.82	33.60	34.38	35.16
5	B	21.56	22.15	22.73	23.31	23.89	24.48	25.06	25.64	26.23	26.81
	O	32.34	33.23	34.10	34.97	35.84	36.72	37.59	38.46	39.35	40.22
6	B	22.74	23.39	24.04	24.69	25.34	25.99	26.63	27.28	27.93	28.58
	O	34.11	35.09	36.06	37.04	38.01	38.99	39.95	40.92	41.90	42.87
7	B	24.55	25.27	25.99	26.71	27.43	28.16	28.88	29.60	30.32	31.04
	O	36.83	37.91	38.99	40.07	41.15	42.24	43.32	44.40	45.23	45.23
8	B	25.58	26.38	27.18	27.98	28.78	29.58	30.38	31.18	31.98	32.78
	O	38.37	39.57	40.77	41.97	43.17	44.37	45.23	45.23	45.23	45.23
9	B	27.37	28.26	29.14	30.02	30.91	31.79	32.67	33.55	34.44	35.32
	O	41.06	42.39	43.71	45.03	45.23	45.23	45.23	45.23	45.23	45.23
10	B	30.15	31.12	32.09	33.06	34.04	35.01	35.98	36.95	37.93	38.90
	O	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23
11	B	32.05	33.12	34.19	35.26	36.33	37.39	38.46	39.53	40.60	41.67
	O	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23	45.23
12	B	38.42	39.70	40.98	42.26	43.54	44.82	46.10	47.38	48.66	49.94
	O	45.23	45.23	45.23	45.23	45.23	45.23	46.10	47.38	48.66	49.94
13	B	45.68	47.21	48.73	50.25	51.78	53.30	54.82	56.35	57.87	59.39
	O	45.68	47.21	48.73	50.25	51.78	53.30	54.82	56.35	57.87	59.39
14	B	53.98	55.78	57.58	59.38	61.18	62.98	64.78	66.58	68.38	70.18
	O	53.98	55.78	57.58	59.38	61.18	62.98	64.78	66.58	68.38	70.18
15	B	63.50	65.62	67.74	69.85	71.97	74.09	76.20	76.81	76.81	76.81
	O	63.50	65.62	67.74	69.85	71.97	74.09	76.20	76.81	76.81	76.81

\* 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/>