

SALARY TABLE 2018-HOU (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 31.74%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX
TOTAL INCREASE: 2.00%
EFFECTIVE JANUARY 2018

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 | \$ 11.86 | \$ 12.25 | \$ 12.65 | \$ 13.04 | \$ 13.44 | \$ 13.67 | \$ 14.06 | \$ 14.45 | \$ 14.46 | \$ 14.84 |
| | O | 17.79 | 18.38 | 18.98 | 19.56 | 20.16 | 20.51 | 21.09 | 21.68 | 21.69 | 22.26 |
| 2 | B | 13.33 | 13.65 | 14.09 | 14.46 | 14.63 | 15.06 | 15.49 | 15.92 | 16.35 | 16.78 |
| | O | 20.00 | 20.48 | 21.14 | 21.69 | 21.95 | 22.59 | 23.24 | 23.88 | 24.53 | 25.17 |
| 3 | B | 17.46 | 17.94 | 18.43 | 18.91 | 19.39 | 19.88 | 20.36 | 20.85 | 21.33 | 21.82 |
| | O | 26.19 | 26.91 | 27.65 | 28.37 | 29.09 | 29.82 | 30.54 | 31.28 | 32.00 | 32.73 |
| 4 | B | 19.60 | 20.14 | 20.68 | 21.23 | 21.77 | 22.32 | 22.86 | 23.40 | 23.95 | 24.49 |
| | O | 29.40 | 30.21 | 31.02 | 31.85 | 32.66 | 33.48 | 34.29 | 35.10 | 35.93 | 36.74 |
| 5 | B | 22.54 | 23.14 | 23.75 | 24.36 | 24.97 | 25.58 | 26.19 | 26.80 | 27.41 | 28.02 |
| | O | 33.81 | 34.71 | 35.63 | 36.54 | 37.46 | 38.37 | 39.29 | 40.20 | 41.12 | 42.03 |
| 6 | B | 23.76 | 24.44 | 25.12 | 25.79 | 26.47 | 27.15 | 27.83 | 28.51 | 29.19 | 29.87 |
| | O | 35.64 | 36.66 | 37.68 | 38.69 | 39.71 | 40.73 | 41.75 | 42.77 | 43.79 | 44.81 |
| 7 | B | 25.65 | 26.40 | 27.16 | 27.91 | 28.67 | 29.42 | 30.18 | 30.93 | 31.68 | 32.44 |
| | O | 38.48 | 39.60 | 40.74 | 41.87 | 43.01 | 44.13 | 45.27 | 46.40 | 47.25 | 47.25 |
| 8 | B | 26.74 | 27.57 | 28.41 | 29.24 | 30.08 | 30.92 | 31.75 | 32.59 | 33.42 | 34.26 |
| | O | 40.11 | 41.36 | 42.62 | 43.86 | 45.12 | 46.38 | 47.25 | 47.25 | 47.25 | 47.25 |
| 9 | B | 28.61 | 29.53 | 30.45 | 31.38 | 32.30 | 33.22 | 34.14 | 35.07 | 35.99 | 36.91 |
| | O | 42.92 | 44.30 | 45.68 | 47.07 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 |
| 10 | B | 31.50 | 32.52 | 33.54 | 34.55 | 35.57 | 36.59 | 37.60 | 38.62 | 39.63 | 40.65 |
| | O | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 |
| 11 | B | 33.49 | 34.61 | 35.73 | 36.84 | 37.96 | 39.08 | 40.20 | 41.31 | 42.43 | 43.54 |
| | O | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 |
| 12 | B | 40.15 | 41.49 | 42.82 | 44.16 | 45.50 | 46.84 | 48.18 | 49.51 | 50.85 | 52.19 |
| | O | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 47.25 | 48.18 | 49.51 | 50.85 | 52.19 |
| 13 | B | 47.74 | 49.33 | 50.92 | 52.51 | 54.10 | 55.70 | 57.29 | 58.88 | 60.47 | 62.06 |
| | O | 47.74 | 49.33 | 50.92 | 52.51 | 54.10 | 55.70 | 57.29 | 58.88 | 60.47 | 62.06 |
| 14 | B | 56.41 | 58.29 | 60.17 | 62.06 | 63.94 | 65.82 | 67.70 | 69.58 | 71.46 | 73.34 |
| | O | 56.41 | 58.29 | 60.17 | 62.06 | 63.94 | 65.82 | 67.70 | 69.58 | 71.46 | 73.34 |
| 15 | B | 66.36 | 68.57 | 70.78 | 72.99 | 75.21 | 77.42 | 78.68 | 78.68 | 78.68 | 78.68 |
| | O | 66.36 | 68.57 | 70.78 | 72.99 | 75.21 | 77.42 | 78.68 | 78.68 | 78.68 | 78.68 |

* 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 2018 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>