

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