

SALARY TABLE 2019-HOU
INCORPORATING A LOCALITY PAYMENT OF 31.74%
FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

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	14.55	15.03	15.52	16.00	16.49	16.97	17.46	17.94	18.43	18.91
	O	21.83	22.55	23.28	24.00	24.74	25.46	26.19	26.91	27.65	28.37
4	B	16.33	16.87	17.42	17.96	18.51	19.05	19.60	20.14	20.68	21.23
	O	24.50	25.31	26.13	26.94	27.77	28.58	29.40	30.21	31.02	31.85
5	B	18.27	18.88	19.49	20.10	20.71	21.32	21.93	22.54	23.14	23.75
	O	27.41	28.32	29.24	30.15	31.07	31.98	32.90	33.81	34.71	35.63
6	B	20.37	21.05	21.72	22.40	23.08	23.76	24.44	25.12	25.79	26.47
	O	30.56	31.58	32.58	33.60	34.62	35.64	36.66	37.68	38.69	39.71
7	B	22.63	23.39	24.14	24.90	25.65	26.40	27.16	27.91	28.67	29.42
	O	33.95	35.09	36.21	37.35	38.48	39.60	40.74	41.87	43.01	44.13
8	B	25.06	25.90	26.74	27.57	28.41	29.24	30.08	30.92	31.75	32.59
	O	37.59	38.85	40.11	41.36	42.62	43.86	45.12	45.74	45.74	45.74
9	B	27.68	28.61	29.53	30.45	31.38	32.30	33.22	34.14	35.07	35.99
	O	41.52	42.92	44.30	45.68	45.74	45.74	45.74	45.74	45.74	45.74
10	B	30.49	31.50	32.52	33.54	34.55	35.57	36.59	37.60	38.62	39.63
	O	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74
11	B	33.49	34.61	35.73	36.84	37.96	39.08	40.20	41.31	42.43	43.54
	O	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74	45.74
12	B	40.15	41.49	42.82	44.16	45.50	46.84	48.18	49.51	50.85	52.19
	O	45.74	45.74	45.74	45.74	45.74	46.84	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)).

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>