

**SALARY TABLE 2020-HOU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 33.32%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-THE WOODLANDS, TX**  
**TOTAL INCREASE: 3.20%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 26,055	\$ 26,928	\$ 27,795	\$ 28,656	\$ 29,522	\$ 30,029	\$ 30,885	\$ 31,749	\$ 31,783	\$ 32,594
2	29,296	29,993	30,964	31,783	32,141	33,086	34,031	34,977	35,922	36,867
3	38,356	39,421	40,487	41,552	42,617	43,682	44,748	45,813	46,878	47,943
4	43,058	44,254	45,450	46,646	47,842	49,038	50,234	51,430	52,625	53,821
5	49,516	50,855	52,193	53,532	54,871	56,209	57,548	58,886	60,225	61,563
6	52,211	53,703	55,194	56,686	58,178	59,670	61,162	62,654	64,146	65,637
7	56,358	58,016	59,673	61,330	62,987	64,644	66,301	67,959	69,616	71,273
8	58,746	60,582	62,418	64,254	66,089	67,925	69,761	71,597	73,433	75,268
9	62,858	64,886	66,913	68,941	70,969	72,997	75,024	77,052	79,080	81,108
10	69,221	71,454	73,687	75,920	78,154	80,387	82,620	84,853	87,086	89,319
11	73,598	76,051	78,504	80,957	83,410	85,863	88,317	90,770	93,223	95,676
12	88,214	91,155	94,096	97,037	99,978	102,919	105,860	108,801	111,742	114,683
13	104,898	108,394	111,891	115,388	118,885	122,382	125,879	129,376	132,873	136,370
14	123,957	128,089	132,220	136,352	140,483	144,615	148,746	152,878	157,010	161,141
15	145,807	150,668	155,528	160,389	165,250	170,111	170,800 *	170,800 *	170,800 *	170,800 *

\* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>