

Salary Table 2023-HOU
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 34.47%
For the Locality Pay Area of Houston-The Woodlands, TX
Total Increase: 4.50%
Effective January 2023

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	\$ 13.53	\$ 13.98	\$ 14.43	\$ 14.88	\$ 15.33	\$ 15.59	\$ 16.04	\$ 16.49	\$ 16.51	\$ 16.93
	O	20.30	20.97	21.65	22.32	23.00	23.39	24.06	24.74	24.77	25.40
2	B	15.21	15.58	16.08	16.51	16.69	17.18	17.67	18.16	18.66	19.15
	O	22.82	23.37	24.12	24.77	25.04	25.77	26.51	27.24	27.99	28.73
3	B	16.60	17.15	17.71	18.26	18.81	19.37	19.92	20.47	21.03	21.58
	O	24.90	25.73	26.57	27.39	28.22	29.06	29.88	30.71	31.55	32.37
4	B	18.63	19.26	19.88	20.50	21.12	21.74	22.36	22.98	23.60	24.22
	O	27.95	28.89	29.82	30.75	31.68	32.61	33.54	34.47	35.40	36.33
5	B	20.85	21.54	22.24	22.93	23.63	24.32	25.02	25.71	26.41	27.11
	O	31.28	32.31	33.36	34.40	35.45	36.48	37.53	38.57	39.62	40.67
6	B	23.24	24.02	24.79	25.56	26.34	27.11	27.89	28.66	29.44	30.21
	O	34.86	36.03	37.19	38.34	39.51	40.67	41.84	42.99	44.16	45.32
7	B	25.83	26.69	27.55	28.41	29.27	30.13	30.99	31.85	32.71	33.57
	O	38.75	40.04	41.33	42.62	43.91	45.20	46.49	47.78	49.07	50.36
8	B	28.60	29.55	30.51	31.46	32.42	33.37	34.32	35.28	36.23	37.18
	O	42.90	44.33	45.77	47.19	48.63	50.06	51.48	52.19	52.19	52.19
9	B	31.59	32.64	33.70	34.75	35.80	36.85	37.91	38.96	40.01	41.07
	O	47.39	48.96	50.55	52.13	52.19	52.19	52.19	52.19	52.19	52.19
10	B	34.79	35.95	37.11	38.27	39.43	40.59	41.75	42.91	44.07	45.22
	O	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19
11	B	38.22	39.49	40.77	42.04	43.32	44.59	45.86	47.14	48.41	49.69
	O	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19	52.19
12	B	45.81	47.34	48.86	50.39	51.92	53.45	54.97	56.50	58.03	59.55
	O	52.19	52.19	52.19	52.19	52.19	53.45	54.97	56.50	58.03	59.55
13	B	54.47	56.29	58.11	59.92	61.74	63.55	65.37	67.18	69.00	70.82
	O	54.47	56.29	58.11	59.92	61.74	63.55	65.37	67.18	69.00	70.82
14	B	64.37	66.52	68.66	70.81	72.96	75.10	77.25	79.39	81.54	83.68
	O	64.37	66.52	68.66	70.81	72.96	75.10	77.25	79.39	81.54	83.68
15	B	75.72	78.24	80.77	83.29	85.81	87.93	87.93	87.93	87.93	87.93
	O	75.72	78.24	80.77	83.29	85.81	87.93	87.93	87.93	87.93	87.93

* 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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>