

Salary Table 2025-HOU (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 35.00%
For the Locality Pay Area of Houston-The Woodlands, TX

Total Increase: 1.91%

Effective January 2025

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	\$ 14.46	\$ 14.95	\$ 15.43	\$ 15.91	\$ 16.39	\$ 16.67	\$ 17.15	\$ 17.62	\$ 17.64	\$ 18.09
	O	21.69	22.43	23.15	23.87	24.59	25.01	25.73	26.43	26.46	27.14
2	B	16.26	16.65	17.19	17.64	17.84	18.37	18.89	19.42	19.94	20.47
	O	24.39	24.98	25.79	26.46	26.76	27.56	28.34	29.13	29.91	30.71
3	B	21.29	21.88	22.48	23.07	23.66	24.25	24.84	25.43	26.02	26.61
	O	31.94	32.82	33.72	34.61	35.49	36.38	37.26	38.15	39.03	39.92
4	B	23.91	24.57	25.23	25.90	26.56	27.23	27.89	28.56	29.22	29.89
	O	35.87	36.86	37.85	38.85	39.84	40.85	41.84	42.84	43.83	44.84
5	B	27.49	28.23	28.97	29.71	30.46	31.20	31.94	32.68	33.43	34.17
	O	41.24	42.35	43.46	44.57	45.69	46.80	47.91	49.02	50.15	51.26
6	B	28.98	29.81	30.64	31.47	32.30	33.12	33.95	34.78	35.61	36.44
	O	43.47	44.72	45.96	47.21	48.45	49.68	50.93	52.17	53.42	54.66
7	B	31.29	32.21	33.13	34.05	34.97	35.89	36.81	37.73	38.65	39.57
	O	46.94	48.32	49.70	51.08	52.46	53.84	55.22	56.60	57.65	57.65
8	B	32.61	33.63	34.65	35.67	36.69	37.71	38.73	39.75	40.77	41.79
	O	48.92	50.45	51.98	53.51	55.04	56.57	57.65	57.65	57.65	57.65
9	B	34.90	36.02	37.15	38.27	39.40	40.52	41.65	42.77	43.90	45.02
	O	52.35	54.03	55.73	57.41	57.65	57.65	57.65	57.65	57.65	57.65
10	B	38.43	39.67	40.91	42.15	43.38	44.62	45.86	47.10	48.34	49.58
	O	57.65	57.65	57.65	57.65	57.65	57.65	57.65	57.65	57.65	57.65
11	B	40.86	42.22	43.58	44.94	46.30	47.67	49.03	50.39	51.75	53.11
	O	57.65	57.65	57.65	57.65	57.65	57.65	57.65	57.65	57.65	57.65
12	B	48.97	50.60	52.24	53.87	55.50	57.13	58.77	60.40	62.03	63.67
	O	57.65	57.65	57.65	57.65	57.65	57.65	58.77	60.40	62.03	63.67
13	B	58.23	60.17	62.12	64.06	66.00	67.94	69.88	71.82	73.76	75.70
	O	58.23	60.17	62.12	64.06	66.00	67.94	69.88	71.82	73.76	75.70
14	B	68.81	71.11	73.40	75.70	77.99	80.28	82.58	84.87	87.16	89.46
	O	68.81	71.11	73.40	75.70	77.99	80.28	82.58	84.87	87.16	89.46
15	B	80.94	83.64	86.34	89.04	91.74	93.53	93.53	93.53	93.53	93.53
	O	80.94	83.64	86.34	89.04	91.74	93.53	93.53	93.53	93.53	93.53

* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>