

Salary Table 2026-HOU (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 35.00%
For the Locality Pay Area of Houston-The Woodlands, TX
Total Increase: 1%
Effective January 2026

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	\$ 14.61	\$ 15.10	\$ 15.58	\$ 16.07	\$ 16.55	\$ 16.84	\$ 17.32	\$ 17.80	\$ 17.82	\$ 18.27
	O	21.92	22.65	23.37	24.11	24.83	25.26	25.98	26.70	26.73	27.41
2	B	16.43	16.82	17.36	17.82	18.02	18.55	19.08	19.61	20.14	20.67
	O	24.65	25.23	26.04	26.73	27.03	27.83	28.62	29.42	30.21	31.01
3	B	21.51	22.11	22.70	23.30	23.90	24.50	25.10	25.69	26.29	26.89
	O	32.27	33.17	34.05	34.95	35.85	36.75	37.65	38.54	39.44	40.34
4	B	24.14	24.82	25.49	26.16	26.83	27.50	28.17	28.84	29.51	30.18
	O	36.21	37.23	38.24	39.24	40.25	41.25	42.26	43.26	44.27	45.27
5	B	27.76	28.51	29.26	30.01	30.76	31.51	32.26	33.02	33.77	34.52
	O	41.64	42.77	43.89	45.02	46.14	47.27	48.39	49.53	50.66	51.78
6	B	29.27	30.11	30.95	31.78	32.62	33.46	34.29	35.13	35.97	36.80
	O	43.91	45.17	46.43	47.67	48.93	50.19	51.44	52.70	53.96	55.20
7	B	31.60	32.53	33.46	34.39	35.32	36.25	37.18	38.11	39.04	39.97
	O	47.40	48.80	50.19	51.59	52.98	54.38	55.77	57.17	58.22	58.22
8	B	32.94	33.97	35.00	36.03	37.05	38.08	39.11	40.14	41.17	42.20
	O	49.41	50.96	52.50	54.05	55.58	57.12	58.22	58.22	58.22	58.22
9	B	35.24	36.38	37.52	38.66	39.79	40.93	42.07	43.20	44.34	45.48
	O	52.86	54.57	56.28	57.99	58.22	58.22	58.22	58.22	58.22	58.22
10	B	38.81	40.06	41.31	42.57	43.82	45.07	46.32	47.57	48.82	50.08
	O	58.22	58.22	58.22	58.22	58.22	58.22	58.22	58.22	58.22	58.22
11	B	41.27	42.64	44.02	45.39	46.77	48.15	49.52	50.90	52.27	53.65
	O	58.22	58.22	58.22	58.22	58.22	58.22	58.22	58.22	58.22	58.22
12	B	49.46	51.11	52.76	54.41	56.06	57.71	59.35	61.00	62.65	64.30
	O	58.22	58.22	58.22	58.22	58.22	58.22	59.35	61.00	62.65	64.30
13	B	58.82	60.78	62.74	64.70	66.66	68.62	70.58	72.54	74.50	76.46
	O	58.82	60.78	62.74	64.70	66.66	68.62	70.58	72.54	74.50	76.46
14	B	69.50	71.82	74.14	76.45	78.77	81.09	83.40	85.72	88.04	90.36
	O	69.50	71.82	74.14	76.45	78.77	81.09	83.40	85.72	88.04	90.36
15	B	81.75	84.48	87.20	89.93	92.65	94.49	94.49	94.49	94.49	94.49
	O	81.75	84.48	87.20	89.93	92.65	94.49	94.49	94.49	94.49	94.49

* 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 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>