

Salary Table 2026-HOU
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	17.92	18.52	19.12	19.72	20.31	20.91	21.51	22.11	22.70	23.30
	O	26.88	27.78	28.68	29.58	30.47	31.37	32.27	33.17	34.05	34.95
4	B	20.12	20.79	21.46	22.13	22.80	23.47	24.14	24.82	25.49	26.16
	O	30.18	31.19	32.19	33.20	34.20	35.21	36.21	37.23	38.24	39.24
5	B	22.51	23.26	24.01	24.76	25.51	26.26	27.01	27.76	28.51	29.26
	O	33.77	34.89	36.02	37.14	38.27	39.39	40.52	41.64	42.77	43.89
6	B	25.09	25.93	26.77	27.60	28.44	29.27	30.11	30.95	31.78	32.62
	O	37.64	38.90	40.16	41.40	42.66	43.91	45.17	46.43	47.67	48.93
7	B	27.88	28.81	29.74	30.67	31.60	32.53	33.46	34.39	35.32	36.25
	O	41.82	43.22	44.61	46.01	47.40	48.80	50.19	51.59	52.98	54.38
8	B	30.88	31.91	32.94	33.97	35.00	36.03	37.05	38.08	39.11	40.14
	O	46.32	47.87	49.41	50.96	52.50	54.05	55.58	56.34	56.34	56.34
9	B	34.11	35.24	36.38	37.52	38.66	39.79	40.93	42.07	43.20	44.34
	O	51.17	52.86	54.57	56.28	56.34	56.34	56.34	56.34	56.34	56.34
10	B	37.56	38.81	40.06	41.31	42.57	43.82	45.07	46.32	47.57	48.82
	O	56.34	56.34	56.34	56.34	56.34	56.34	56.34	56.34	56.34	56.34
11	B	41.27	42.64	44.02	45.39	46.77	48.15	49.52	50.90	52.27	53.65
	O	56.34	56.34	56.34	56.34	56.34	56.34	56.34	56.34	56.34	56.34
12	B	49.46	51.11	52.76	54.41	56.06	57.71	59.35	61.00	62.65	64.30
	O	56.34	56.34	56.34	56.34	56.34	57.71	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)).

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/>