

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

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	\$ 30,186	\$ 31,199	\$ 32,202	\$ 33,202	\$ 34,204	\$ 34,790	\$ 35,783	\$ 36,783	\$ 36,824	\$ 37,760
2	33,942	34,749	35,874	36,824	37,237	38,332	39,427	40,522	41,616	42,711
3	44,439	45,673	46,907	48,141	49,375	50,609	51,843	53,077	54,311	55,544
4	49,892	51,278	52,665	54,051	55,438	56,824	58,211	59,597	60,984	62,370
5	57,362	58,911	60,461	62,011	63,561	65,111	66,660	68,210	69,760	71,310
6	60,489	62,217	63,945	65,673	67,401	69,129	70,857	72,585	74,313	76,041
7	65,301	67,222	69,143	71,064	72,985	74,906	76,827	78,748	80,669	82,590
8	68,063	70,191	72,318	74,446	76,573	78,701	80,829	82,956	85,084	87,211
9	72,826	75,175	77,524	79,873	82,222	84,571	86,920	89,269	91,618	93,967
10	80,197	82,783	85,370	87,957	90,543	93,130	95,716	98,303	100,890	103,476
11	85,270	88,112	90,954	93,795	96,637	99,479	102,321	105,162	108,004	110,846
12	102,203	105,611	109,018	112,425	115,833	119,240	122,648	126,055	129,462	132,870
13	121,534	125,585	129,636	133,688	137,739	141,791	145,842	149,893	153,945	157,996
14	143,616	148,403	153,190	157,977	162,764	167,551	172,338	177,125	181,913	186,700
15	168,930	174,560	180,191	185,822	191,453	195,200 *	195,200 *	195,200 *	195,200 *	195,200 *

* 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 2025 Locality Pay Area Definitions page:

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