

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

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	\$ 30,488	\$ 31,510	\$ 32,524	\$ 33,534	\$ 34,545	\$ 35,138	\$ 36,141	\$ 37,151	\$ 37,193	\$ 38,135
2	34,281	35,096	36,233	37,193	37,608	38,714	39,820	40,925	42,031	43,137
3	44,890	46,138	47,385	48,632	49,880	51,127	52,375	53,622	54,869	56,117
4	50,389	51,789	53,189	54,589	55,989	57,389	58,788	60,188	61,588	62,988
5	57,941	59,507	61,073	62,639	64,205	65,771	67,337	68,903	70,469	72,035
6	61,096	62,841	64,587	66,332	68,078	69,823	71,569	73,314	75,060	76,806
7	65,953	67,893	69,833	71,773	73,713	75,653	77,593	79,533	81,473	83,412
8	68,742	70,890	73,038	75,186	77,333	79,481	81,629	83,777	85,925	88,073
9	73,555	75,928	78,301	80,675	83,048	85,421	87,795	90,168	92,541	94,914
10	80,999	83,611	86,223	88,835	91,448	94,060	96,672	99,284	101,897	104,509
11	86,123	88,995	91,866	94,738	97,609	100,481	103,352	106,223	109,095	111,966
12	103,225	106,666	110,107	113,549	116,990	120,431	123,872	127,313	130,754	134,195
13	122,749	126,841	130,932	135,024	139,116	143,208	147,300	151,392	155,484	159,575
14	145,052	149,888	154,724	159,559	164,395	169,231	174,066	178,902	183,738	188,573
15	170,618	176,306	181,994	187,681	193,369	197,200 *	197,200 *	197,200 *	197,200 *	197,200 *

* 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 2026 Locality Pay Area Definitions page:

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