

**SALARY TABLE 2008-HOU (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.39%**  
**FOR THE LOCALITY PAY AREA OF HOUSTON-BAYTOWN-HUNTSVILLE, TX**  
(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.10%)

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 10.40	\$ 10.75	\$ 11.10	\$ 11.44	\$ 11.79	\$ 11.99	\$ 12.33	\$ 12.68	\$ 12.69	\$ 13.02
	O	15.60	16.13	16.65	17.16	17.69	17.99	18.50	19.02	19.04	19.53
2	B	11.70	11.98	12.36	12.69	12.83	13.21	13.59	13.97	14.34	14.72
	O	17.55	17.97	18.54	19.04	19.25	19.82	20.39	20.96	21.51	22.08
3	B	15.32	15.74	16.17	16.59	17.02	17.44	17.87	18.29	18.72	19.15
	O	22.98	23.61	24.26	24.89	25.53	26.16	26.81	27.44	28.08	28.73
4	B	17.20	17.67	18.15	18.63	19.11	19.59	20.06	20.54	21.02	21.50
	O	25.80	26.51	27.23	27.95	28.67	29.39	30.09	30.81	31.53	32.25
5	B	19.77	20.30	20.84	21.37	21.91	22.44	22.97	23.51	24.04	24.58
	O	29.66	30.45	31.26	32.06	32.87	33.66	34.46	35.27	36.06	36.87
6	B	20.85	21.44	22.04	22.64	23.23	23.83	24.42	25.02	25.61	26.21
	O	31.28	32.16	33.06	33.96	34.85	35.75	36.63	37.53	38.42	39.32
7	B	22.51	23.17	23.83	24.49	25.15	25.81	26.48	27.14	27.80	28.46
	O	33.77	34.76	35.75	36.74	37.73	38.72	39.72	40.71	41.46	41.46
8	B	23.46	24.19	24.92	25.66	26.39	27.12	27.86	28.59	29.32	30.06
	O	35.19	36.29	37.38	38.49	39.59	40.68	41.46	41.46	41.46	41.46
9	B	25.10	25.91	26.72	27.53	28.34	29.15	29.96	30.77	31.58	32.39
	O	37.65	38.87	40.08	41.30	41.46	41.46	41.46	41.46	41.46	41.46
10	B	27.64	28.53	29.43	30.32	31.21	32.10	32.99	33.88	34.78	35.67
	O	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46
11	B	29.39	30.37	31.35	32.33	33.31	34.29	35.27	36.25	37.23	38.21
	O	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46	41.46
12	B	35.23	36.40	37.57	38.75	39.92	41.10	42.27	43.45	44.62	45.79
	O	41.46	41.46	41.46	41.46	41.46	41.46	42.27	43.45	44.62	45.79
13	B	41.89	43.29	44.68	46.08	47.47	48.87	50.27	51.66	53.06	54.46
	O	41.89	43.29	44.68	46.08	47.47	48.87	50.27	51.66	53.06	54.46
14	B	49.50	51.15	52.80	54.45	56.10	57.75	59.40	61.05	62.70	64.35
	O	49.50	51.15	52.80	54.45	56.10	57.75	59.40	61.05	62.70	64.35
15	B	58.23	60.17	62.11	64.05	65.99	67.93	69.87	71.39	71.39	71.39
	O	58.23	60.17	62.11	64.05	65.99	67.93	69.87	71.39	71.39	71.39