

**COURT PERSONNEL SYSTEM**  
**Houston-The Woodlands, TX - Table HOU**  
**35.00% Locality Payment Included**  
**Effective January 12, 2026**

|                                                                                                                                      | STEP      | CLASSIFICATION LEVEL |       |       |       |       |        |        |        |        |        |           |          | Number of<br>Default Steps <sup>1</sup> |
|--------------------------------------------------------------------------------------------------------------------------------------|-----------|----------------------|-------|-------|-------|-------|--------|--------|--------|--------|--------|-----------|----------|-----------------------------------------|
|                                                                                                                                      |           | CL 21                | CL 22 | CL 23 | CL 24 | CL 25 | CL 26  | CL 27  | CL 28  | CL 29  | CL 30  | CL 31     | CL 32    |                                         |
| <b>D<br/>E<br/>V<br/>E<br/>L<br/>O<br/>P<br/>M<br/>E<br/>N<br/>T<br/>A<br/>L<br/><br/>R<br/>A<br/>N<br/>G<br/>E</b>                  | <b>1</b>  | 29921                | 37583 | 46529 | 51551 | 56925 | 62705  | 68886  | 82554  | 98190  | 116022 | 136469    | 160059   | 2                                       |
|                                                                                                                                      | <b>2</b>  | 30233                | 37974 | 47015 | 52088 | 57519 | 63358  | 69605  | 83415  | 99213  | 117231 | 137892    | 161727   | 2                                       |
|                                                                                                                                      | <b>3</b>  | 30545                | 38366 | 47501 | 52626 | 58113 | 64012  | 70323  | 84276  | 100236 | 118441 | 139315    | 163396   | 2                                       |
|                                                                                                                                      | <b>4</b>  | 30857                | 38757 | 47987 | 53163 | 58707 | 64665  | 71041  | 85138  | 101259 | 119651 | 140738    | 165065   | 2                                       |
|                                                                                                                                      | <b>5</b>  | 31169                | 39149 | 48473 | 53700 | 59301 | 65318  | 71759  | 85999  | 102283 | 120860 | 142160    | 166733   | 2                                       |
|                                                                                                                                      | <b>6</b>  | 31481                | 39540 | 48959 | 54238 | 59895 | 65972  | 72477  | 86860  | 103306 | 122070 | 143583    | 168402   | 2                                       |
|                                                                                                                                      | <b>7</b>  | 31793                | 39932 | 49445 | 54775 | 60489 | 66625  | 73196  | 87722  | 104329 | 123279 | 145006    | 170070   | 2                                       |
|                                                                                                                                      | <b>8</b>  | 32104                | 40323 | 49931 | 55312 | 61083 | 67279  | 73914  | 88583  | 105353 | 124489 | 146429    | 171739   | 2                                       |
|                                                                                                                                      | <b>9</b>  | 32416                | 40715 | 50417 | 55850 | 61677 | 67932  | 74632  | 89444  | 106376 | 125699 | 147852    | 173408   | 2                                       |
|                                                                                                                                      | <b>10</b> | 32728                | 41106 | 50903 | 56387 | 62271 | 68585  | 75350  | 90306  | 107399 | 126908 | 149275    | 175076   | 2                                       |
|                                                                                                                                      | <b>11</b> | 33040                | 41498 | 51389 | 56924 | 62865 | 69239  | 76068  | 91167  | 108423 | 128118 | 150698    | 176745   | 2                                       |
|                                                                                                                                      | <b>12</b> | 33352                | 41889 | 51875 | 57461 | 63459 | 69892  | 76787  | 92028  | 109446 | 129327 | 152121    | 178413   | 2                                       |
|                                                                                                                                      | <b>13</b> | 33664                | 42281 | 52361 | 57999 | 64053 | 70546  | 77505  | 92889  | 110469 | 130537 | 153544    | 180082   | 2                                       |
|                                                                                                                                      | <b>14</b> | 33975                | 42672 | 52847 | 58536 | 64647 | 71199  | 78223  | 93751  | 111492 | 131747 | 154967    | 181751   | 2                                       |
|                                                                                                                                      | <b>15</b> | 34287                | 43064 | 53333 | 59073 | 65241 | 71852  | 78941  | 94612  | 112516 | 132956 | 156389    | 183419   | 2                                       |
|                                                                                                                                      | <b>16</b> | 34599                | 43455 | 53819 | 59611 | 65835 | 72506  | 79659  | 95473  | 113539 | 134166 | 157812    | 185088   | 2                                       |
|                                                                                                                                      | <b>17</b> | 34911                | 43847 | 54305 | 60148 | 66429 | 73159  | 80378  | 96335  | 114562 | 135375 | 159235    | 186756   | 2                                       |
|                                                                                                                                      | <b>18</b> | 35223                | 44238 | 54791 | 60685 | 67023 | 73813  | 81096  | 97196  | 115586 | 136585 | 160658    | 188425   | 2                                       |
|                                                                                                                                      | <b>19</b> | 35535                | 44630 | 55277 | 61223 | 67617 | 74466  | 81814  | 98057  | 116609 | 137795 | 162081    | 190094   | 2                                       |
|                                                                                                                                      | <b>20</b> | 35847                | 45021 | 55763 | 61760 | 68211 | 75119  | 82532  | 98919  | 117632 | 139004 | 163504    | 191762   | 2                                       |
|                                                                                                                                      | <b>21</b> | 36158                | 45413 | 56249 | 62297 | 68805 | 75773  | 83250  | 99780  | 118656 | 140214 | 164927    | 193431   | 2                                       |
|                                                                                                                                      | <b>22</b> | 36470                | 45804 | 56735 | 62834 | 69399 | 76426  | 83969  | 100641 | 119679 | 141423 | 166350    | 195099   | 2                                       |
|                                                                                                                                      | <b>23</b> | 36782                | 46196 | 57221 | 63372 | 69993 | 77080  | 84687  | 101502 | 120702 | 142633 | 167773    | 196768   | 2                                       |
|                                                                                                                                      | <b>24</b> | 37094                | 46587 | 57707 | 63909 | 70587 | 77733  | 85405  | 102364 | 121725 | 143843 | 169196    | 198437   | 1                                       |
| <b>F<br/>U<br/>L<br/>L<br/><br/>P<br/>E<br/>R<br/>F<br/>O<br/>R<br/>M<br/>A<br/>N<br/>C<br/>E<br/><br/>R<br/>A<br/>N<br/>G<br/>E</b> | <b>25</b> | 37406                | 46979 | 58193 | 64446 | 71181 | 78386  | 86123  | 103225 | 122749 | 145052 | 170618    | 200105   | 1                                       |
|                                                                                                                                      | <b>26</b> | 37718                | 47370 | 58679 | 64984 | 71775 | 79040  | 86841  | 104086 | 123772 | 146262 | 172041    | 201774   | 1                                       |
|                                                                                                                                      | <b>27</b> | 38030                | 47762 | 59165 | 65521 | 72369 | 79693  | 87560  | 104948 | 124795 | 147471 | 173464    | 203442   | 1                                       |
|                                                                                                                                      | <b>28</b> | 38341                | 48153 | 59651 | 66058 | 72963 | 80347  | 88278  | 105809 | 125819 | 148681 | 174887    | 205111   | 1                                       |
|                                                                                                                                      | <b>29</b> | 38653                | 48545 | 60137 | 66596 | 73557 | 81000  | 88996  | 106670 | 126842 | 149891 | 176310    | 206780   | 1                                       |
|                                                                                                                                      | <b>30</b> | 38965                | 48936 | 60623 | 67133 | 74151 | 81653  | 89714  | 107532 | 127865 | 151100 | 177733    | 208448   | 1                                       |
|                                                                                                                                      | <b>31</b> | 39277                | 49328 | 61109 | 67670 | 74745 | 82307  | 90432  | 108393 | 128889 | 152310 | 179156    | 209600 * | 1                                       |
|                                                                                                                                      | <b>32</b> | 39589                | 49719 | 61595 | 68207 | 75339 | 82960  | 91151  | 109254 | 129912 | 153519 | 180579    | 209600 * | 1                                       |
|                                                                                                                                      | <b>33</b> | 39901                | 50111 | 62081 | 68745 | 75933 | 83614  | 91869  | 110115 | 130935 | 154729 | 182002    | 209600 * | 1                                       |
|                                                                                                                                      | <b>34</b> | 40212                | 50502 | 62567 | 69282 | 76527 | 84267  | 92587  | 110977 | 131958 | 155939 | 183425    | 209600 * | 1                                       |
|                                                                                                                                      | <b>35</b> | 40524                | 50894 | 63053 | 69819 | 77121 | 84920  | 93305  | 111838 | 132982 | 157148 | 184847    | 209600 * | 1                                       |
|                                                                                                                                      | <b>36</b> | 40836                | 51285 | 63539 | 70357 | 77715 | 85574  | 94023  | 112699 | 134005 | 158358 | 186270    | 209600 * | 1                                       |
|                                                                                                                                      | <b>37</b> | 41148                | 51677 | 64025 | 70894 | 78309 | 86227  | 94742  | 113561 | 135028 | 159567 | 187693    | 209600 * | 1                                       |
|                                                                                                                                      | <b>38</b> | 41460                | 52068 | 64511 | 71431 | 78903 | 86881  | 95460  | 114422 | 136052 | 160777 | 189116    | 209600 * | 1                                       |
|                                                                                                                                      | <b>39</b> | 41772                | 52460 | 64997 | 71969 | 79497 | 87534  | 96178  | 115283 | 137075 | 161987 | 190539    | 209600 * | 1                                       |
|                                                                                                                                      | <b>40</b> | 42084                | 52851 | 65483 | 72506 | 80091 | 88187  | 96896  | 116145 | 138098 | 163196 | 191962    | 209600 * | 1                                       |
|                                                                                                                                      | <b>41</b> | 42395                | 53243 | 65969 | 73043 | 80685 | 88841  | 97614  | 117006 | 139122 | 164406 | 193385    | 209600 * | 1                                       |
|                                                                                                                                      | <b>42</b> | 42707                | 53634 | 66455 | 73580 | 81279 | 89494  | 98333  | 117867 | 140145 | 165615 | 194808    | 209600 * | 1                                       |
|                                                                                                                                      | <b>43</b> | 43019                | 54026 | 66941 | 74118 | 81873 | 90148  | 99051  | 118728 | 141168 | 166825 | 196231    | 209600 * | 1                                       |
|                                                                                                                                      | <b>44</b> | 43331                | 54417 | 67427 | 74655 | 82467 | 90801  | 99769  | 119590 | 142191 | 168035 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>45</b> | 43643                | 54809 | 67913 | 75192 | 83061 | 91454  | 100487 | 120451 | 143215 | 169244 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>46</b> | 43955                | 55200 | 68399 | 75730 | 83655 | 92108  | 101205 | 121312 | 144238 | 170454 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>47</b> | 44267                | 55592 | 68885 | 76267 | 84249 | 92761  | 101924 | 122174 | 145261 | 171663 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>48</b> | 44578                | 55983 | 69371 | 76804 | 84843 | 93415  | 102642 | 123035 | 146285 | 172873 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>49</b> | 44890                | 56375 | 69857 | 77342 | 85437 | 94068  | 103360 | 123896 | 147308 | 174083 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>50</b> | 45202                | 56766 | 70343 | 77879 | 86031 | 94721  | 104078 | 124758 | 148331 | 175292 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>51</b> | 45514                | 57158 | 70829 | 78416 | 86625 | 95375  | 104796 | 125619 | 149355 | 176502 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>52</b> | 45826                | 57549 | 71315 | 78953 | 87219 | 96028  | 105515 | 126480 | 150378 | 177711 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>53</b> | 46138                | 57941 | 71801 | 79491 | 87813 | 96682  | 106233 | 127341 | 151401 | 178921 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>54</b> | 46449                | 58332 | 72287 | 80028 | 88407 | 97335  | 106951 | 128203 | 152424 | 180131 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>55</b> | 46761                | 58724 | 72773 | 80565 | 89001 | 97988  | 107669 | 129064 | 153448 | 181340 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>56</b> | 47073                | 59115 | 73259 | 81103 | 89595 | 98642  | 108387 | 129925 | 154471 | 182550 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>57</b> | 47385                | 59507 | 73745 | 81640 | 90189 | 99295  | 109106 | 130787 | 155494 | 183759 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>58</b> | 47697                | 59898 | 74231 | 82177 | 90783 | 99949  | 109824 | 131648 | 156518 | 184969 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>59</b> | 48009                | 60290 | 74717 | 82715 | 91377 | 100602 | 110542 | 132509 | 157541 | 186179 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>60</b> | 48321                | 60681 | 75203 | 83252 | 91971 | 101255 | 111260 | 133371 | 158564 | 187388 | 197200 ** | 209600 * | 1                                       |
|                                                                                                                                      | <b>61</b> | 48632                | 61073 | 75689 | 83789 | 92565 | 101909 | 111978 | 134232 | 159588 | 188598 | 197200 ** | 209600 * | 0                                       |

\* Rate limited to the rate for Level III of the Executive Schedule.

\*\* Rate limited to the rate for Level IV of the Executive Schedule.

<sup>1</sup>The default step increase for employees in the developmental range is two steps every six months.  
The default step increase for employees in the full performance range is one step every year.