

Salary Table 2026-DFW (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 27.26%
For the Locality Pay Area of Dallas-Fort Worth, TX-OK
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	\$ 13.77	\$ 14.23	\$ 14.69	\$ 15.15	\$ 15.60	\$ 15.87	\$ 16.32	\$ 16.78	\$ 16.80	\$ 17.22
	O	20.66	21.35	22.04	22.73	23.40	23.81	24.48	25.17	25.20	25.83
2	B	15.48	15.85	16.37	16.80	16.99	17.49	17.99	18.49	18.98	19.48
	O	23.22	23.78	24.56	25.20	25.49	26.24	26.99	27.74	28.47	29.22
3	B	20.28	20.84	21.40	21.97	22.53	23.09	23.66	24.22	24.78	25.35
	O	30.42	31.26	32.10	32.96	33.80	34.64	35.49	36.33	37.17	38.03
4	B	22.76	23.39	24.02	24.66	25.29	25.92	26.55	27.19	27.82	28.45
	O	34.14	35.09	36.03	36.99	37.94	38.88	39.83	40.79	41.73	42.68
5	B	26.17	26.88	27.59	28.29	29.00	29.71	30.41	31.12	31.83	32.54
	O	39.26	40.32	41.39	42.44	43.50	44.57	45.62	46.68	47.75	48.81
6	B	27.60	28.38	29.17	29.96	30.75	31.54	32.33	33.11	33.90	34.69
	O	41.40	42.57	43.76	44.94	46.13	47.31	48.50	49.67	50.85	52.04
7	B	29.79	30.67	31.54	32.42	33.30	34.17	35.05	35.92	36.80	37.68
	O	44.69	46.01	47.31	48.63	49.95	51.26	52.58	53.88	54.89	54.89
8	B	31.05	32.02	32.99	33.96	34.93	35.90	36.87	37.84	38.81	39.78
	O	46.58	48.03	49.49	50.94	52.40	53.85	54.89	54.89	54.89	54.89
9	B	33.22	34.30	35.37	36.44	37.51	38.58	39.66	40.73	41.80	42.87
	O	49.83	51.45	53.06	54.66	54.89	54.89	54.89	54.89	54.89	54.89
10	B	36.59	37.77	38.95	40.13	41.31	42.49	43.67	44.85	46.03	47.21
	O	54.89	54.89	54.89	54.89	54.89	54.89	54.89	54.89	54.89	54.89
11	B	38.90	40.20	41.49	42.79	44.09	45.39	46.68	47.98	49.28	50.57
	O	54.89	54.89	54.89	54.89	54.89	54.89	54.89	54.89	54.89	54.89
12	B	46.63	48.18	49.73	51.29	52.84	54.40	55.95	57.51	59.06	60.61
	O	54.89	54.89	54.89	54.89	54.89	54.89	55.95	57.51	59.06	60.61
13	B	55.44	57.29	59.14	60.99	62.84	64.68	66.53	68.38	70.23	72.08
	O	55.44	57.29	59.14	60.99	62.84	64.68	66.53	68.38	70.23	72.08
14	B	65.52	67.70	69.89	72.07	74.25	76.44	78.62	80.81	82.99	85.18
	O	65.52	67.70	69.89	72.07	74.25	76.44	78.62	80.81	82.99	85.18
15	B	77.07	79.63	82.20	84.77	87.34	89.91	92.48	94.49	94.49	94.49
	O	77.07	79.63	82.20	84.77	87.34	89.91	92.48	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)).

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. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

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/>