

**Salary Table 2023-DFW (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 26.37%**  
**For the Locality Pay Area of Dallas-Fort Worth, TX-OK**  
**Total Increase: 4.67%**  
**Effective January 2023**

*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	\$ 26,536	\$ 27,427	\$ 28,308	\$ 29,188	\$ 30,068	\$ 30,584	\$ 31,457	\$ 32,337	\$ 32,372	\$ 33,201
2	29,838	30,549	31,537	32,372	32,737	33,700	34,663	35,626	36,589	37,552
3	39,071	40,157	41,242	42,328	43,413	44,499	45,584	46,670	47,755	48,841
4	43,857	45,075	46,293	47,511	48,730	49,948	51,166	52,384	53,602	54,821
5	50,434	51,798	53,161	54,525	55,888	57,252	58,615	59,979	61,343	62,706
6	53,176	54,695	56,214	57,733	59,252	60,771	62,290	63,809	65,328	66,847
7	57,405	59,093	60,781	62,470	64,158	65,846	67,535	69,223	70,911	72,600
8	59,835	61,705	63,575	65,446	67,316	69,186	71,057	72,927	74,797	76,667
9	64,022	66,086	68,151	70,216	72,281	74,346	76,411	78,476	80,541	82,606
10	70,502	72,776	75,051	77,326	79,600	81,875	84,150	86,424	88,699	90,974
11	74,961	77,460	79,958	82,456	84,955	87,453	89,951	92,450	94,948	97,446
12	89,848	92,843	95,838	98,833	101,828	104,823	107,818	110,813	113,808	116,803
13	106,841	110,402	113,963	117,524	121,085	124,646	128,207	131,769	135,330	138,891
14	126,254	130,462	134,670	138,878	143,086	147,294	151,502	155,711	159,919	164,127
15	148,507	153,457	158,407	163,357	168,307	173,257	178,207	183,157	183,500 *	183,500 *

\* 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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>