

**SALARY TABLE 2016-DFW**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.04%**  
**FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK**  
**TOTAL INCREASE: 1.31%**  
**EFFECTIVE JANUARY 2016**

*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	\$ 10.64	\$ 10.99	\$ 11.35	\$ 11.70	\$ 12.05	\$ 12.26	\$ 12.61	\$ 12.96	\$ 12.98	\$ 13.31
	O	15.96	16.49	17.03	17.55	18.08	18.39	18.92	19.44	19.47	19.97
2	B	11.96	12.25	12.64	12.98	13.12	13.51	13.90	14.28	14.67	15.06
	O	17.94	18.38	18.96	19.47	19.68	20.27	20.85	21.42	22.01	22.59
3	B	13.05	13.49	13.92	14.36	14.79	15.23	15.66	16.10	16.53	16.97
	O	19.58	20.24	20.88	21.54	22.19	22.85	23.49	24.15	24.80	25.46
4	B	14.65	15.14	15.63	16.12	16.60	17.09	17.58	18.07	18.56	19.05
	O	21.98	22.71	23.45	24.18	24.90	25.64	26.37	27.11	27.84	28.58
5	B	16.39	16.94	17.48	18.03	18.58	19.12	19.67	20.22	20.76	21.31
	O	24.59	25.41	26.22	27.05	27.87	28.68	29.51	30.33	31.14	31.97
6	B	18.27	18.88	19.49	20.10	20.71	21.32	21.93	22.53	23.14	23.75
	O	27.41	28.32	29.24	30.15	31.07	31.98	32.90	33.80	34.71	35.63
7	B	20.30	20.98	21.66	22.33	23.01	23.69	24.37	25.04	25.72	26.40
	O	30.45	31.47	32.49	33.50	34.52	35.54	36.56	37.56	38.58	39.60
8	B	22.49	23.24	23.98	24.73	25.48	26.23	26.98	27.73	28.48	29.23
	O	33.74	34.86	35.97	37.10	38.22	39.35	40.47	41.03	41.03	41.03
9	B	24.84	25.66	26.49	27.32	28.15	28.97	29.80	30.63	31.46	32.28
	O	37.26	38.49	39.74	40.98	41.03	41.03	41.03	41.03	41.03	41.03
10	B	27.35	28.26	29.17	30.09	31.00	31.91	32.82	33.73	34.64	35.56
	O	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03
11	B	30.05	31.05	32.05	33.05	34.06	35.06	36.06	37.06	38.06	39.06
	O	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03	41.03
12	B	36.02	37.22	38.42	39.62	40.82	42.02	43.22	44.42	45.62	46.82
	O	41.03	41.03	41.03	41.03	41.03	42.02	43.22	44.42	45.62	46.82
13	B	42.83	44.26	45.68	47.11	48.54	49.97	51.40	52.82	54.25	55.68
	O	42.83	44.26	45.68	47.11	48.54	49.97	51.40	52.82	54.25	55.68
14	B	50.61	52.30	53.98	55.67	57.36	59.05	60.73	62.42	64.11	65.79
	O	50.61	52.30	53.98	55.67	57.36	59.05	60.73	62.42	64.11	65.79
15	B	59.53	61.52	63.50	65.49	67.47	69.46	71.44	73.42	75.41	76.81
	O	59.53	61.52	63.50	65.49	67.47	69.46	71.44	73.42	75.41	76.81

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2016 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>