

**SALARY TABLE 2019-DFW**  
**INCORPORATING A LOCALITY PAYMENT OF 23.40%**  
**FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK**  
**APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019**  
**EFFECTIVE JANUARY 2019**

*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	\$ 11.11	\$ 11.48	\$ 11.85	\$ 12.22	\$ 12.59	\$ 12.80	\$ 13.17	\$ 13.53	\$ 13.55	\$ 13.90
	O	16.67	17.22	17.78	18.33	18.89	19.20	19.76	20.30	20.33	20.85
2	B	12.49	12.79	13.20	13.55	13.70	14.11	14.51	14.91	15.32	15.72
	O	18.74	19.19	19.80	20.33	20.55	21.17	21.77	22.37	22.98	23.58
3	B	13.63	14.08	14.53	14.99	15.44	15.90	16.35	16.80	17.26	17.71
	O	20.45	21.12	21.80	22.49	23.16	23.85	24.53	25.20	25.89	26.57
4	B	15.30	15.81	16.32	16.83	17.34	17.85	18.36	18.86	19.37	19.88
	O	22.95	23.72	24.48	25.25	26.01	26.78	27.54	28.29	29.06	29.82
5	B	17.11	17.69	18.26	18.83	19.40	19.97	20.54	21.11	21.68	22.25
	O	25.67	26.54	27.39	28.25	29.10	29.96	30.81	31.67	32.52	33.38
6	B	19.08	19.71	20.35	20.98	21.62	22.26	22.89	23.53	24.16	24.80
	O	28.62	29.57	30.53	31.47	32.43	33.39	34.34	35.30	36.24	37.20
7	B	21.20	21.91	22.61	23.32	24.03	24.73	25.44	26.15	26.85	27.56
	O	31.80	32.87	33.92	34.98	36.05	37.10	38.16	39.23	40.28	41.34
8	B	23.48	24.26	25.04	25.83	26.61	27.39	28.17	28.96	29.74	30.52
	O	35.22	36.39	37.56	38.75	39.92	41.09	42.26	42.84	42.84	42.84
9	B	25.93	26.80	27.66	28.53	29.39	30.25	31.12	31.98	32.85	33.71
	O	38.90	40.20	41.49	42.80	42.84	42.84	42.84	42.84	42.84	42.84
10	B	28.56	29.51	30.46	31.41	32.36	33.32	34.27	35.22	36.17	37.12
	O	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84
11	B	31.37	32.42	33.47	34.51	35.56	36.60	37.65	38.70	39.74	40.79
	O	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84	42.84
12	B	37.61	38.86	40.11	41.37	42.62	43.87	45.13	46.38	47.63	48.89
	O	42.84	42.84	42.84	42.84	42.84	43.87	45.13	46.38	47.63	48.89
13	B	44.72	46.21	47.70	49.19	50.68	52.17	53.66	55.15	56.64	58.13
	O	44.72	46.21	47.70	49.19	50.68	52.17	53.66	55.15	56.64	58.13
14	B	52.84	54.60	56.37	58.13	59.89	61.65	63.41	65.17	66.93	68.70
	O	52.84	54.60	56.37	58.13	59.89	61.65	63.41	65.17	66.93	68.70
15	B	62.16	64.23	66.30	68.37	70.44	72.52	74.59	76.66	78.68	78.68
	O	62.16	64.23	66.30	68.37	70.44	72.52	74.59	76.66	78.68	78.68

\* 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 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>