

SALARY TABLE 2021-DFW (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 24.98%
FOR THE LOCALITY PAY AREA OF DALLAS-FORT WORTH, TX-OK
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

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 | \$ 11.82 | \$ 12.22 | \$ 12.61 | \$ 13.00 | \$ 13.39 | \$ 13.62 | \$ 14.01 | \$ 14.40 | \$ 14.42 | \$ 14.79 |
| | O | 17.73 | 18.33 | 18.92 | 19.50 | 20.09 | 20.43 | 21.02 | 21.60 | 21.63 | 22.19 |
| 2 | B | 13.29 | 13.61 | 14.05 | 14.42 | 14.58 | 15.01 | 15.44 | 15.87 | 16.30 | 16.73 |
| | O | 19.94 | 20.42 | 21.08 | 21.63 | 21.87 | 22.52 | 23.16 | 23.81 | 24.45 | 25.10 |
| 3 | B | 17.40 | 17.88 | 18.37 | 18.85 | 19.33 | 19.82 | 20.30 | 20.78 | 21.27 | 21.75 |
| | O | 26.10 | 26.82 | 27.56 | 28.28 | 29.00 | 29.73 | 30.45 | 31.17 | 31.91 | 32.63 |
| 4 | B | 19.53 | 20.08 | 20.62 | 21.16 | 21.70 | 22.25 | 22.79 | 23.33 | 23.87 | 24.42 |
| | O | 29.30 | 30.12 | 30.93 | 31.74 | 32.55 | 33.38 | 34.19 | 35.00 | 35.81 | 36.63 |
| 5 | B | 22.46 | 23.07 | 23.68 | 24.29 | 24.89 | 25.50 | 26.11 | 26.71 | 27.32 | 27.93 |
| | O | 33.69 | 34.61 | 35.52 | 36.44 | 37.34 | 38.25 | 39.17 | 40.07 | 40.98 | 41.90 |
| 6 | B | 23.69 | 24.36 | 25.04 | 25.72 | 26.39 | 27.07 | 27.75 | 28.42 | 29.10 | 29.78 |
| | O | 35.54 | 36.54 | 37.56 | 38.58 | 39.59 | 40.61 | 41.63 | 42.63 | 43.65 | 44.67 |
| 7 | B | 25.57 | 26.32 | 27.07 | 27.83 | 28.58 | 29.33 | 30.08 | 30.83 | 31.59 | 32.34 |
| | O | 38.36 | 39.48 | 40.61 | 41.75 | 42.87 | 44.00 | 45.12 | 46.25 | 47.10 | 47.10 |
| 8 | B | 26.65 | 27.48 | 28.32 | 29.15 | 29.98 | 30.82 | 31.65 | 32.48 | 33.32 | 34.15 |
| | O | 39.98 | 41.22 | 42.48 | 43.73 | 44.97 | 46.23 | 47.10 | 47.10 | 47.10 | 47.10 |
| 9 | B | 28.52 | 29.44 | 30.36 | 31.28 | 32.20 | 33.12 | 34.04 | 34.96 | 35.88 | 36.79 |
| | O | 42.78 | 44.16 | 45.54 | 46.92 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 |
| 10 | B | 31.40 | 32.42 | 33.43 | 34.44 | 35.46 | 36.47 | 37.48 | 38.50 | 39.51 | 40.52 |
| | O | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 |
| 11 | B | 33.39 | 34.50 | 35.62 | 36.73 | 37.84 | 38.96 | 40.07 | 41.18 | 42.30 | 43.41 |
| | O | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 |
| 12 | B | 40.02 | 41.35 | 42.69 | 44.02 | 45.36 | 46.69 | 48.03 | 49.36 | 50.69 | 52.03 |
| | O | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 47.10 | 48.03 | 49.36 | 50.69 | 52.03 |
| 13 | B | 47.59 | 49.18 | 50.76 | 52.35 | 53.93 | 55.52 | 57.11 | 58.69 | 60.28 | 61.87 |
| | O | 47.59 | 49.18 | 50.76 | 52.35 | 53.93 | 55.52 | 57.11 | 58.69 | 60.28 | 61.87 |
| 14 | B | 56.24 | 58.11 | 59.99 | 61.86 | 63.73 | 65.61 | 67.48 | 69.36 | 71.23 | 73.11 |
| | O | 56.24 | 58.11 | 59.99 | 61.86 | 63.73 | 65.61 | 67.48 | 69.36 | 71.23 | 73.11 |
| 15 | B | 66.15 | 68.35 | 70.56 | 72.76 | 74.97 | 77.17 | 79.38 | 81.58 | 82.65 | 82.65 |
| | O | 66.15 | 68.35 | 70.56 | 72.76 | 74.97 | 77.17 | 79.38 | 81.58 | 82.65 | 82.65 |

* 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 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>