

**Salary Table 2023-DFW**  
**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**

*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   | \$ 12.71 | \$ 13.14 | \$ 13.56 | \$ 13.99 | \$ 14.41 | \$ 14.65 | \$ 15.07 | \$ 15.49 | \$ 15.51 | \$ 15.91 |
|       | O   | 19.07    | 19.71    | 20.34    | 20.99    | 21.62    | 21.98    | 22.61    | 23.24    | 23.27    | 23.87    |
| 2     | B   | 14.30    | 14.64    | 15.11    | 15.51    | 15.69    | 16.15    | 16.61    | 17.07    | 17.53    | 17.99    |
|       | O   | 21.45    | 21.96    | 22.67    | 23.27    | 23.54    | 24.23    | 24.92    | 25.61    | 26.30    | 26.99    |
| 3     | B   | 15.60    | 16.12    | 16.64    | 17.16    | 17.68    | 18.20    | 18.72    | 19.24    | 19.76    | 20.28    |
|       | O   | 23.40    | 24.18    | 24.96    | 25.74    | 26.52    | 27.30    | 28.08    | 28.86    | 29.64    | 30.42    |
| 4     | B   | 17.51    | 18.10    | 18.68    | 19.26    | 19.85    | 20.43    | 21.01    | 21.60    | 22.18    | 22.77    |
|       | O   | 26.27    | 27.15    | 28.02    | 28.89    | 29.78    | 30.65    | 31.52    | 32.40    | 33.27    | 34.16    |
| 5     | B   | 19.59    | 20.25    | 20.90    | 21.55    | 22.21    | 22.86    | 23.51    | 24.17    | 24.82    | 25.47    |
|       | O   | 29.39    | 30.38    | 31.35    | 32.33    | 33.32    | 34.29    | 35.27    | 36.26    | 37.23    | 38.21    |
| 6     | B   | 21.84    | 22.57    | 23.30    | 24.02    | 24.75    | 25.48    | 26.21    | 26.94    | 27.66    | 28.39    |
|       | O   | 32.76    | 33.86    | 34.95    | 36.03    | 37.13    | 38.22    | 39.32    | 40.41    | 41.49    | 42.59    |
| 7     | B   | 24.27    | 25.08    | 25.89    | 26.70    | 27.51    | 28.31    | 29.12    | 29.93    | 30.74    | 31.55    |
|       | O   | 36.41    | 37.62    | 38.84    | 40.05    | 41.27    | 42.47    | 43.68    | 44.90    | 46.11    | 47.33    |
| 8     | B   | 26.88    | 27.77    | 28.67    | 29.57    | 30.46    | 31.36    | 32.25    | 33.15    | 34.05    | 34.94    |
|       | O   | 40.32    | 41.66    | 43.01    | 44.36    | 45.69    | 47.04    | 48.38    | 49.04    | 49.04    | 49.04    |
| 9     | B   | 29.69    | 30.68    | 31.67    | 32.66    | 33.64    | 34.63    | 35.62    | 36.61    | 37.60    | 38.59    |
|       | O   | 44.54    | 46.02    | 47.51    | 48.99    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    |
| 10    | B   | 32.69    | 33.78    | 34.87    | 35.96    | 37.05    | 38.14    | 39.23    | 40.32    | 41.41    | 42.50    |
|       | O   | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    |
| 11    | B   | 35.92    | 37.12    | 38.31    | 39.51    | 40.71    | 41.90    | 43.10    | 44.30    | 45.49    | 46.69    |
|       | O   | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    |
| 12    | B   | 43.05    | 44.49    | 45.92    | 47.36    | 48.79    | 50.23    | 51.66    | 53.10    | 54.53    | 55.97    |
|       | O   | 49.04    | 49.04    | 49.04    | 49.04    | 49.04    | 50.23    | 51.66    | 53.10    | 54.53    | 55.97    |
| 13    | B   | 51.19    | 52.90    | 54.61    | 56.31    | 58.02    | 59.72    | 61.43    | 63.14    | 64.84    | 66.55    |
|       | O   | 51.19    | 52.90    | 54.61    | 56.31    | 58.02    | 59.72    | 61.43    | 63.14    | 64.84    | 66.55    |
| 14    | B   | 60.50    | 62.51    | 64.53    | 66.54    | 68.56    | 70.58    | 72.59    | 74.61    | 76.63    | 78.64    |
|       | O   | 60.50    | 62.51    | 64.53    | 66.54    | 68.56    | 70.58    | 72.59    | 74.61    | 76.63    | 78.64    |
| 15    | B   | 71.16    | 73.53    | 75.90    | 78.27    | 80.65    | 83.02    | 85.39    | 87.76    | 87.93    | 87.93    |
|       | O   | 71.16    | 73.53    | 75.90    | 78.27    | 80.65    | 83.02    | 85.39    | 87.76    | 87.93    | 87.93    |

\* 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 2023 Locality Pay Area Definitions page:

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