

Salary Table 2025-DFW (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 27.26%
For the Locality Pay Area of Dallas-Fort Worth, TX-OK
Total Increase: 1.98%
Effective January 2025

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	\$ 13.63	\$ 14.09	\$ 14.54	\$ 15.00	\$ 15.45	\$ 15.71	\$ 16.16	\$ 16.61	\$ 16.63	\$ 17.06
	O	20.45	21.14	21.81	22.50	23.18	23.57	24.24	24.92	24.95	25.59
2	B	15.33	15.70	16.20	16.63	16.82	17.31	17.81	18.30	18.80	19.29
	O	23.00	23.55	24.30	24.95	25.23	25.97	26.72	27.45	28.20	28.94
3	B	20.07	20.63	21.19	21.74	22.30	22.86	23.42	23.97	24.53	25.09
	O	30.11	30.95	31.79	32.61	33.45	34.29	35.13	35.96	36.80	37.64
4	B	22.54	23.16	23.79	24.41	25.04	25.67	26.29	26.92	27.55	28.17
	O	33.81	34.74	35.69	36.62	37.56	38.51	39.44	40.38	41.33	42.26
5	B	25.91	26.61	27.31	28.01	28.71	29.41	30.11	30.81	31.51	32.21
	O	38.87	39.92	40.97	42.02	43.07	44.12	45.17	46.22	47.27	48.32
6	B	27.32	28.10	28.88	29.66	30.44	31.22	32.01	32.79	33.57	34.35
	O	40.98	42.15	43.32	44.49	45.66	46.83	48.02	49.19	50.36	51.53
7	B	29.50	30.36	31.23	32.10	32.97	33.83	34.70	35.57	36.44	37.30
	O	44.25	45.54	46.85	48.15	49.46	50.75	52.05	53.36	54.33	54.33
8	B	30.74	31.70	32.67	33.63	34.59	35.55	36.51	37.47	38.43	39.39
	O	46.11	47.55	49.01	50.45	51.89	53.33	54.33	54.33	54.33	54.33
9	B	32.89	33.96	35.02	36.08	37.14	38.20	39.26	40.32	41.38	42.44
	O	49.34	50.94	52.53	54.12	54.33	54.33	54.33	54.33	54.33	54.33
10	B	36.22	37.39	38.56	39.73	40.90	42.07	43.23	44.40	45.57	46.74
	O	54.33	54.33	54.33	54.33	54.33	54.33	54.33	54.33	54.33	54.33
11	B	38.52	39.80	41.08	42.37	43.65	44.93	46.22	47.50	48.78	50.07
	O	54.33	54.33	54.33	54.33	54.33	54.33	54.33	54.33	54.33	54.33
12	B	46.16	47.70	49.24	50.78	52.32	53.86	55.40	56.94	58.48	60.02
	O	54.33	54.33	54.33	54.33	54.33	54.33	55.40	56.94	58.48	60.02
13	B	54.90	56.72	58.55	60.38	62.21	64.04	65.87	67.70	69.53	71.36
	O	54.90	56.72	58.55	60.38	62.21	64.04	65.87	67.70	69.53	71.36
14	B	64.87	67.03	69.19	71.36	73.52	75.68	77.84	80.00	82.17	84.33
	O	64.87	67.03	69.19	71.36	73.52	75.68	77.84	80.00	82.17	84.33
15	B	76.30	78.85	81.39	83.93	86.48	89.02	91.56	93.53	93.53	93.53
	O	76.30	78.85	81.39	83.93	86.48	89.02	91.56	93.53	93.53	93.53

* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>