Salary Table 2026-DFW

Incorporating the 1% General Schedule Increase and a Locality Payment of 27.26%

For the Locality Pay Area of Dallas-Fort Worth, TX-OK

Total Increase: 1%

Effective January 2026

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	$ 13.77	$ 14.23	$ 14.69	$ 15.15	$ 15.60	$ 15.87	$ 16.32	$ 16.78	$ 16.80	$ 17.22
	O	*20.66*	*21.35*	*22.04*	*22.73*	*23.40*	*23.81*	*24.48*	*25.17*	*25.20*	*25.83*
2	B	15.48	15.85	16.37	16.80	16.99	17.49	17.99	18.49	18.98	19.48
	O	*23.22*	*23.78*	*24.56*	*25.20*	*25.49*	*26.24*	*26.99*	*27.74*	*28.47*	*29.22*
3	B	16.90	17.46	18.02	18.59	19.15	19.71	20.28	20.84	21.40	21.97
	O	*25.35*	*26.19*	*27.03*	*27.89*	*28.73*	*29.57*	*30.42*	*31.26*	*32.10*	*32.96*
4	B	18.97	19.60	20.23	20.86	21.49	22.13	22.76	23.39	24.02	24.66
	O	*28.46*	*29.40*	*30.35*	*31.29*	*32.24*	*33.20*	*34.14*	*35.09*	*36.03*	*36.99*
5	B	21.22	21.93	22.63	23.34	24.05	24.76	25.46	26.17	26.88	27.59
	O	*31.83*	*32.90*	*33.95*	*35.01*	*36.08*	*37.14*	*38.19*	*39.26*	*40.32*	*41.39*
6	B	23.65	24.44	25.23	26.02	26.81	27.60	28.38	29.17	29.96	30.75
	O	*35.48*	*36.66*	*37.85*	*39.03*	*40.22*	*41.40*	*42.57*	*43.76*	*44.94*	*46.13*
7	B	26.29	27.16	28.04	28.91	29.79	30.67	31.54	32.42	33.30	34.17
	O	*39.44*	*40.74*	*42.06*	*43.37*	*44.69*	*46.01*	*47.31*	*48.63*	*49.95*	*51.26*
8	B	29.11	30.08	31.05	32.02	32.99	33.96	34.93	35.90	36.87	37.84
	O	*43.67*	*45.12*	*46.58*	*48.03*	*49.49*	*50.94*	*52.40*	*53.12*	*53.12*	*53.12*
9	B	32.15	33.22	34.30	35.37	36.44	37.51	38.58	39.66	40.73	41.80
	O	*48.23*	*49.83*	*51.45*	*53.06*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*
10	B	35.41	36.59	37.77	38.95	40.13	41.31	42.49	43.67	44.85	46.03
	O	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*
11	B	38.90	40.20	41.49	42.79	44.09	45.39	46.68	47.98	49.28	50.57
	O	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*
12	B	46.63	48.18	49.73	51.29	52.84	54.40	55.95	57.51	59.06	60.61
	O	*53.12*	*53.12*	*53.12*	*53.12*	*53.12*	*54.40*	*55.95*	*57.51*	*59.06*	*60.61*
13	B	55.44	57.29	59.14	60.99	62.84	64.68	66.53	68.38	70.23	72.08
	O	*55.44*	*57.29*	*59.14*	*60.99*	*62.84*	*64.68*	*66.53*	*68.38*	*70.23*	*72.08*
14	B	65.52	67.70	69.89	72.07	74.25	76.44	78.62	80.81	82.99	85.18
	O	*65.52*	*67.70*	*69.89*	*72.07*	*74.25*	*76.44*	*78.62*	*80.81*	*82.99*	*85.18*
15	B	77.07	79.63	82.20	84.77	87.34	89.91	92.48	94.49	94.49	94.49
	O	*77.07*	*79.63*	*82.20*	*84.77*	*87.34*	*89.91*	*92.48*	*94.49*	*94.49*	*94.49*

* 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 2026 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/