

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/>