

SALARY TABLE 2021-SEA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.02%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA
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 | \$ 12.01 | \$ 12.42 | \$ 12.82 | \$ 13.21 | \$ 13.61 | \$ 13.85 | \$ 14.24 | \$ 14.64 | \$ 14.65 | \$ 15.03 |
| | O | 18.02 | 18.63 | 19.23 | 19.82 | 20.42 | 20.78 | 21.36 | 21.96 | 21.98 | 22.55 |
| 2 | B | 13.51 | 13.83 | 14.28 | 14.65 | 14.82 | 15.26 | 15.69 | 16.13 | 16.56 | 17.00 |
| | O | 20.27 | 20.75 | 21.42 | 21.98 | 22.23 | 22.89 | 23.54 | 24.20 | 24.84 | 25.50 |
| 3 | B | 17.69 | 18.18 | 18.67 | 19.16 | 19.65 | 20.14 | 20.63 | 21.12 | 21.61 | 22.11 |
| | O | 26.54 | 27.27 | 28.01 | 28.74 | 29.48 | 30.21 | 30.95 | 31.68 | 32.42 | 33.17 |
| 4 | B | 19.85 | 20.40 | 20.96 | 21.51 | 22.06 | 22.61 | 23.16 | 23.71 | 24.26 | 24.82 |
| | O | 29.78 | 30.60 | 31.44 | 32.27 | 33.09 | 33.92 | 34.74 | 35.57 | 36.39 | 37.23 |
| 5 | B | 22.83 | 23.45 | 24.07 | 24.68 | 25.30 | 25.92 | 26.53 | 27.15 | 27.77 | 28.39 |
| | O | 34.25 | 35.18 | 36.11 | 37.02 | 37.95 | 38.88 | 39.80 | 40.73 | 41.66 | 42.59 |
| 6 | B | 24.07 | 24.76 | 25.45 | 26.14 | 26.82 | 27.51 | 28.20 | 28.89 | 29.57 | 30.26 |
| | O | 36.11 | 37.14 | 38.18 | 39.21 | 40.23 | 41.27 | 42.30 | 43.34 | 44.36 | 45.39 |
| 7 | B | 25.99 | 26.75 | 27.52 | 28.28 | 29.04 | 29.81 | 30.57 | 31.34 | 32.10 | 32.87 |
| | O | 38.99 | 40.13 | 41.28 | 42.42 | 43.56 | 44.72 | 45.86 | 47.01 | 47.88 | 47.88 |
| 8 | B | 27.09 | 27.93 | 28.78 | 29.63 | 30.47 | 31.32 | 32.17 | 33.01 | 33.86 | 34.71 |
| | O | 40.64 | 41.90 | 43.17 | 44.45 | 45.71 | 46.98 | 47.88 | 47.88 | 47.88 | 47.88 |
| 9 | B | 28.98 | 29.92 | 30.85 | 31.79 | 32.72 | 33.66 | 34.59 | 35.53 | 36.46 | 37.40 |
| | O | 43.47 | 44.88 | 46.28 | 47.69 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 |
| 10 | B | 31.92 | 32.95 | 33.98 | 35.01 | 36.04 | 37.07 | 38.09 | 39.13 | 40.15 | 41.18 |
| | O | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 |
| 11 | B | 33.93 | 35.07 | 36.20 | 37.33 | 38.46 | 39.59 | 40.72 | 41.85 | 42.99 | 44.12 |
| | O | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 |
| 12 | B | 40.67 | 42.03 | 43.39 | 44.74 | 46.10 | 47.45 | 48.81 | 50.17 | 51.52 | 52.88 |
| | O | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 47.88 | 48.81 | 50.17 | 51.52 | 52.88 |
| 13 | B | 48.37 | 49.98 | 51.59 | 53.20 | 54.82 | 56.43 | 58.04 | 59.65 | 61.26 | 62.88 |
| | O | 48.37 | 49.98 | 51.59 | 53.20 | 54.82 | 56.43 | 58.04 | 59.65 | 61.26 | 62.88 |
| 14 | B | 57.15 | 59.06 | 60.96 | 62.87 | 64.77 | 66.68 | 68.58 | 70.49 | 72.39 | 74.30 |
| | O | 57.15 | 59.06 | 60.96 | 62.87 | 64.77 | 66.68 | 68.58 | 70.49 | 72.39 | 74.30 |
| 15 | B | 67.23 | 69.47 | 71.71 | 73.95 | 76.19 | 78.43 | 80.67 | 82.65 | 82.65 | 82.65 |
| | O | 67.23 | 69.47 | 71.71 | 73.95 | 76.19 | 78.43 | 80.67 | 82.65 | 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/>