

**SALARY TABLE 2019-SEA (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.04%**  
**FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA**  
**TOTAL INCREASE: 2.15%**  
**EFFECTIVE JANUARY 2019**

*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	\$ 11.50	\$ 11.89	\$ 12.27	\$ 12.65	\$ 13.03	\$ 13.26	\$ 13.64	\$ 14.02	\$ 14.03	\$ 14.39
	O	17.25	17.84	18.41	18.98	19.55	19.89	20.46	21.03	21.05	21.59
2	B	12.93	13.24	13.67	14.03	14.19	14.61	15.02	15.44	15.86	16.28
	O	19.40	19.86	20.51	21.05	21.29	21.92	22.53	23.16	23.79	24.42
3	B	16.94	17.41	17.88	18.35	18.82	19.29	19.76	20.23	20.70	21.17
	O	25.41	26.12	26.82	27.53	28.23	28.94	29.64	30.35	31.05	31.76
4	B	19.01	19.54	20.07	20.59	21.12	21.65	22.18	22.70	23.23	23.76
	O	28.52	29.31	30.11	30.89	31.68	32.48	33.27	34.05	34.85	35.64
5	B	21.86	22.45	23.04	23.63	24.22	24.81	25.40	25.99	26.59	27.18
	O	32.79	33.68	34.56	35.45	36.33	37.22	38.10	38.99	39.89	40.77
6	B	23.05	23.71	24.37	25.03	25.69	26.35	27.01	27.66	28.32	28.98
	O	34.58	35.57	36.56	37.55	38.54	39.53	40.52	41.49	42.48	43.47
7	B	24.88	25.62	26.35	27.08	27.81	28.54	29.28	30.01	30.74	31.47
	O	37.32	38.43	39.53	40.62	41.72	42.81	43.92	45.02	45.84	45.84
8	B	25.94	26.75	27.56	28.37	29.18	29.99	30.80	31.61	32.42	33.23
	O	38.91	40.13	41.34	42.56	43.77	44.99	45.84	45.84	45.84	45.84
9	B	27.75	28.65	29.54	30.44	31.33	32.23	33.12	34.02	34.91	35.81
	O	41.63	42.98	44.31	45.66	45.84	45.84	45.84	45.84	45.84	45.84
10	B	30.56	31.55	32.53	33.52	34.50	35.49	36.48	37.46	38.45	39.43
	O	45.84	45.84	45.84	45.84	45.84	45.84	45.84	45.84	45.84	45.84
11	B	32.49	33.58	34.66	35.74	36.83	37.91	39.00	40.08	41.16	42.25
	O	45.84	45.84	45.84	45.84	45.84	45.84	45.84	45.84	45.84	45.84
12	B	38.95	40.25	41.54	42.84	44.14	45.44	46.74	48.04	49.33	50.63
	O	45.84	45.84	45.84	45.84	45.84	45.84	46.74	48.04	49.33	50.63
13	B	46.31	47.86	49.40	50.94	52.49	54.03	55.58	57.12	58.66	60.21
	O	46.31	47.86	49.40	50.94	52.49	54.03	55.58	57.12	58.66	60.21
14	B	54.73	56.55	58.38	60.20	62.03	63.85	65.68	67.50	69.32	71.15
	O	54.73	56.55	58.38	60.20	62.03	63.85	65.68	67.50	69.32	71.15
15	B	64.38	66.52	68.67	70.81	72.96	75.10	77.25	79.40	79.78	79.78
	O	64.38	66.52	68.67	70.81	72.96	75.10	77.25	79.40	79.78	79.78

\* 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 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>