

Salary Table 2026-SEA (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 31.57%
For the Locality Pay Area of Seattle-Tacoma, WA
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	\$ 14.24	\$ 14.71	\$ 15.19	\$ 15.66	\$ 16.13	\$ 16.41	\$ 16.88	\$ 17.35	\$ 17.37	\$ 17.81
	O	21.36	22.07	22.79	23.49	24.20	24.62	25.32	26.03	26.06	26.72
2	B	16.01	16.39	16.92	17.37	17.56	18.08	18.60	19.11	19.63	20.14
	O	24.02	24.59	25.38	26.06	26.34	27.12	27.90	28.67	29.45	30.21
3	B	20.96	21.55	22.13	22.71	23.29	23.88	24.46	25.04	25.62	26.21
	O	31.44	32.33	33.20	34.07	34.94	35.82	36.69	37.56	38.43	39.32
4	B	23.53	24.18	24.84	25.49	26.15	26.80	27.45	28.11	28.76	29.41
	O	35.30	36.27	37.26	38.24	39.23	40.20	41.18	42.17	43.14	44.12
5	B	27.06	27.79	28.52	29.25	29.98	30.71	31.45	32.18	32.91	33.64
	O	40.59	41.69	42.78	43.88	44.97	46.07	47.18	48.27	49.37	50.46
6	B	28.53	29.35	30.16	30.98	31.79	32.61	33.42	34.24	35.05	35.87
	O	42.80	44.03	45.24	46.47	47.69	48.92	50.13	51.36	52.58	53.81
7	B	30.80	31.70	32.61	33.52	34.42	35.33	36.23	37.14	38.05	38.95
	O	46.20	47.55	48.92	50.28	51.63	53.00	54.35	55.71	56.75	56.75
8	B	32.10	33.10	34.11	35.11	36.11	37.12	38.12	39.12	40.13	41.13
	O	48.15	49.65	51.17	52.67	54.17	55.68	56.75	56.75	56.75	56.75
9	B	34.35	35.46	36.57	37.67	38.78	39.89	41.00	42.11	43.22	44.32
	O	51.53	53.19	54.86	56.51	56.75	56.75	56.75	56.75	56.75	56.75
10	B	37.83	39.05	40.26	41.48	42.70	43.92	45.14	46.36	47.58	48.80
	O	56.75	56.75	56.75	56.75	56.75	56.75	56.75	56.75	56.75	56.75
11	B	40.22	41.56	42.90	44.24	45.58	46.92	48.26	49.60	50.95	52.29
	O	56.75	56.75	56.75	56.75	56.75	56.75	56.75	56.75	56.75	56.75
12	B	48.20	49.81	51.42	53.03	54.63	56.24	57.85	59.45	61.06	62.67
	O	56.75	56.75	56.75	56.75	56.75	56.75	57.85	59.45	61.06	62.67
13	B	57.32	59.23	61.14	63.05	64.97	66.88	68.79	70.70	72.61	74.52
	O	57.32	59.23	61.14	63.05	64.97	66.88	68.79	70.70	72.61	74.52
14	B	67.74	70.00	72.25	74.51	76.77	79.03	81.29	83.54	85.80	88.06
	O	67.74	70.00	72.25	74.51	76.77	79.03	81.29	83.54	85.80	88.06
15	B	79.68	82.33	84.99	87.64	90.30	92.96	94.49	94.49	94.49	94.49
	O	79.68	82.33	84.99	87.64	90.30	92.96	94.49	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)).

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 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>