

**SALARY TABLE 2016-SEA (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.26%**  
**FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA**

**TOTAL INCREASE: 1.37%**

**EFFECTIVE JANUARY 2016**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 10.75	\$ 11.10	\$ 11.46	\$ 11.82	\$ 12.17	\$ 12.38	\$ 12.74	\$ 13.09	\$ 13.11	\$ 13.44
	O	16.13	16.65	17.19	17.73	18.26	18.57	19.11	19.64	19.67	20.16
2	B	12.08	12.37	12.77	13.11	13.26	13.65	14.04	14.43	14.82	15.21
	O	18.12	18.56	19.16	19.67	19.89	20.48	21.06	21.65	22.23	22.82
3	B	15.82	16.26	16.70	17.14	17.58	18.01	18.45	18.89	19.33	19.77
	O	23.73	24.39	25.05	25.71	26.37	27.02	27.68	28.34	29.00	29.66
4	B	17.76	18.25	18.74	19.24	19.73	20.22	20.72	21.21	21.70	22.20
	O	26.64	27.38	28.11	28.86	29.60	30.33	31.08	31.82	32.55	33.30
5	B	20.42	20.97	21.52	22.07	22.63	23.18	23.73	24.28	24.83	25.39
	O	30.63	31.46	32.28	33.11	33.95	34.77	35.60	36.42	37.25	38.09
6	B	21.53	22.15	22.76	23.38	23.99	24.61	25.22	25.84	26.45	27.07
	O	32.30	33.23	34.14	35.07	35.99	36.92	37.83	38.76	39.68	40.61
7	B	23.24	23.93	24.61	25.29	25.98	26.66	27.35	28.03	28.71	29.40
	O	34.86	35.90	36.92	37.94	38.97	39.99	41.03	42.05	42.83	42.83
8	B	24.23	24.98	25.74	26.50	27.25	28.01	28.77	29.52	30.28	31.04
	O	36.35	37.47	38.61	39.75	40.88	42.02	42.83	42.83	42.83	42.83
9	B	25.92	26.76	27.59	28.43	29.27	30.10	30.94	31.77	32.61	33.45
	O	38.88	40.14	41.39	42.65	42.83	42.83	42.83	42.83	42.83	42.83
10	B	28.55	29.47	30.39	31.31	32.23	33.15	34.07	34.99	35.91	36.84
	O	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83
11	B	30.35	31.36	32.38	33.39	34.40	35.41	36.42	37.43	38.45	39.46
	O	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83	42.83
12	B	36.38	37.59	38.80	40.02	41.23	42.44	43.66	44.87	46.08	47.29
	O	42.83	42.83	42.83	42.83	42.83	42.83	43.66	44.87	46.08	47.29
13	B	43.26	44.70	46.14	47.59	49.03	50.47	51.91	53.36	54.80	56.24
	O	43.26	44.70	46.14	47.59	49.03	50.47	51.91	53.36	54.80	56.24
14	B	51.12	52.82	54.53	56.23	57.94	59.64	61.34	63.05	64.75	66.46
	O	51.12	52.82	54.53	56.23	57.94	59.64	61.34	63.05	64.75	66.46
15	B	60.13	62.14	64.14	66.15	68.15	70.16	72.16	74.16	76.17	76.81
	O	60.13	62.14	64.14	66.15	68.15	70.16	72.16	74.16	76.17	76.81

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.

Applicable locations are shown on the 2016 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>