

SALARY TABLE 2020-SEA (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 27.02%
FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA, WA
TOTAL INCREASE: 3.40%
EFFECTIVE JANUARY 2020

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	\$ 11.89	\$ 12.29	\$ 12.69	\$ 13.08	\$ 13.48	\$ 13.71	\$ 14.10	\$ 14.49	\$ 14.51	\$ 14.88
	O	17.84	18.44	19.04	19.62	20.22	20.57	21.15	21.74	21.77	22.32
2	B	13.37	13.69	14.14	14.51	14.67	15.10	15.54	15.97	16.40	16.83
	O	20.06	20.54	21.21	21.77	22.01	22.65	23.31	23.96	24.60	25.25
3	B	17.51	18.00	18.48	18.97	19.46	19.94	20.43	20.91	21.40	21.89
	O	26.27	27.00	27.72	28.46	29.19	29.91	30.65	31.37	32.10	32.84
4	B	19.66	20.20	20.75	21.29	21.84	22.39	22.93	23.48	24.02	24.57
	O	29.49	30.30	31.13	31.94	32.76	33.59	34.40	35.22	36.03	36.86
5	B	22.60	23.22	23.83	24.44	25.05	25.66	26.27	26.88	27.49	28.10
	O	33.90	34.83	35.75	36.66	37.58	38.49	39.41	40.32	41.24	42.15
6	B	23.84	24.52	25.20	25.88	26.56	27.24	27.92	28.60	29.28	29.96
	O	35.76	36.78	37.80	38.82	39.84	40.86	41.88	42.90	43.92	44.94
7	B	25.73	26.48	27.24	28.00	28.75	29.51	30.27	31.02	31.78	32.54
	O	38.60	39.72	40.86	42.00	43.13	44.27	45.41	46.53	47.40	47.40
8	B	26.82	27.66	28.49	29.33	30.17	31.01	31.85	32.69	33.52	34.36
	O	40.23	41.49	42.74	44.00	45.26	46.52	47.40	47.40	47.40	47.40
9	B	28.70	29.62	30.55	31.47	32.40	33.32	34.25	35.18	36.10	37.03
	O	43.05	44.43	45.83	47.21	47.40	47.40	47.40	47.40	47.40	47.40
10	B	31.60	32.62	33.64	34.66	35.68	36.70	37.72	38.74	39.76	40.78
	O	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40
11	B	33.60	34.72	35.84	36.96	38.08	39.20	40.32	41.44	42.56	43.68
	O	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40	47.40
12	B	40.27	41.61	42.96	44.30	45.64	46.98	48.33	49.67	51.01	52.35
	O	47.40	47.40	47.40	47.40	47.40	47.40	48.33	49.67	51.01	52.35
13	B	47.89	49.48	51.08	52.68	54.27	55.87	57.47	59.06	60.66	62.25
	O	47.89	49.48	51.08	52.68	54.27	55.87	57.47	59.06	60.66	62.25
14	B	56.59	58.47	60.36	62.25	64.13	66.02	67.90	69.79	71.68	73.56
	O	56.59	58.47	60.36	62.25	64.13	66.02	67.90	69.79	71.68	73.56
15	B	66.56	68.78	71.00	73.22	75.44	77.66	79.88	81.84	81.84	81.84
	O	66.56	68.78	71.00	73.22	75.44	77.66	79.88	81.84	81.84	81.84

* 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 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>