

**SALARY TABLE 2021-SEA**  
**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	14.74	15.23	15.72	16.21	16.70	17.19	17.69	18.18	18.67	19.16
	O	22.11	22.85	23.58	24.32	25.05	25.79	26.54	27.27	28.01	28.74
4	B	16.54	17.10	17.65	18.20	18.75	19.30	19.85	20.40	20.96	21.51
	O	24.81	25.65	26.48	27.30	28.13	28.95	29.78	30.60	31.44	32.27
5	B	18.51	19.13	19.75	20.36	20.98	21.60	22.21	22.83	23.45	24.07
	O	27.77	28.70	29.63	30.54	31.47	32.40	33.32	34.25	35.18	36.11
6	B	20.63	21.32	22.01	22.70	23.39	24.07	24.76	25.45	26.14	26.82
	O	30.95	31.98	33.02	34.05	35.09	36.11	37.14	38.18	39.21	40.23
7	B	22.93	23.69	24.46	25.22	25.99	26.75	27.52	28.28	29.04	29.81
	O	34.40	35.54	36.69	37.83	38.99	40.13	41.28	42.42	43.56	44.72
8	B	25.39	26.24	27.09	27.93	28.78	29.63	30.47	31.32	32.17	33.01
	O	38.09	39.36	40.64	41.90	43.17	44.45	45.71	46.34	46.34	46.34
9	B	28.05	28.98	29.92	30.85	31.79	32.72	33.66	34.59	35.53	36.46
	O	42.08	43.47	44.88	46.28	46.34	46.34	46.34	46.34	46.34	46.34
10	B	30.89	31.92	32.95	33.98	35.01	36.04	37.07	38.09	39.13	40.15
	O	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34
11	B	33.93	35.07	36.20	37.33	38.46	39.59	40.72	41.85	42.99	44.12
	O	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34	46.34
12	B	40.67	42.03	43.39	44.74	46.10	47.45	48.81	50.17	51.52	52.88
	O	46.34	46.34	46.34	46.34	46.34	47.45	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)).

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>