

**Salary Table 2023-SEA**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 29.57%**  
**For the Locality Pay Area of Seattle-Tacoma, WA**  
**Total Increase: 5.15%**  
**Effective January 2023**

*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	\$ 13.04	\$ 13.47	\$ 13.91	\$ 14.34	\$ 14.77	\$ 15.03	\$ 15.45	\$ 15.89	\$ 15.90	\$ 16.31
	O	19.56	20.21	20.87	21.51	22.16	22.55	23.18	23.84	23.85	24.47
2	B	14.66	15.01	15.49	15.90	16.08	16.56	17.03	17.50	17.98	18.45
	O	21.99	22.52	23.24	23.85	24.12	24.84	25.55	26.25	26.97	27.68
3	B	16.00	16.53	17.06	17.60	18.13	18.66	19.20	19.73	20.26	20.79
	O	24.00	24.80	25.59	26.40	27.20	27.99	28.80	29.60	30.39	31.19
4	B	17.96	18.55	19.15	19.75	20.35	20.95	21.55	22.14	22.74	23.34
	O	26.94	27.83	28.73	29.63	30.53	31.43	32.33	33.21	34.11	35.01
5	B	20.09	20.76	21.43	22.10	22.77	23.44	24.11	24.78	25.45	26.12
	O	30.14	31.14	32.15	33.15	34.16	35.16	36.17	37.17	38.18	39.18
6	B	22.39	23.14	23.89	24.63	25.38	26.13	26.87	27.62	28.36	29.11
	O	33.59	34.71	35.84	36.95	38.07	39.20	40.31	41.43	42.54	43.67
7	B	24.88	25.71	26.54	27.37	28.20	29.03	29.86	30.69	31.52	32.35
	O	37.32	38.57	39.81	41.06	42.30	43.55	44.79	46.04	47.28	48.53
8	B	27.56	28.48	29.40	30.32	31.23	32.15	33.07	33.99	34.91	35.83
	O	41.34	42.72	44.10	45.48	46.85	48.23	49.61	50.28	50.28	50.28
9	B	30.44	31.45	32.47	33.48	34.50	35.51	36.53	37.54	38.55	39.57
	O	45.66	47.18	48.71	50.22	50.28	50.28	50.28	50.28	50.28	50.28
10	B	33.52	34.64	35.75	36.87	37.99	39.11	40.22	41.34	42.46	43.58
	O	50.28	50.28	50.28	50.28	50.28	50.28	50.28	50.28	50.28	50.28
11	B	36.83	38.06	39.28	40.51	41.74	42.97	44.19	45.42	46.65	47.87
	O	50.28	50.28	50.28	50.28	50.28	50.28	50.28	50.28	50.28	50.28
12	B	44.14	45.61	47.08	48.56	50.03	51.50	52.97	54.44	55.91	57.38
	O	50.28	50.28	50.28	50.28	50.28	51.50	52.97	54.44	55.91	57.38
13	B	52.49	54.24	55.99	57.74	59.49	61.24	62.99	64.74	66.49	68.24
	O	52.49	54.24	55.99	57.74	59.49	61.24	62.99	64.74	66.49	68.24
14	B	62.03	64.09	66.16	68.23	70.30	72.36	74.43	76.50	78.57	80.63
	O	62.03	64.09	66.16	68.23	70.30	72.36	74.43	76.50	78.57	80.63
15	B	72.96	75.39	77.82	80.26	82.69	85.12	87.55	87.93	87.93	87.93
	O	72.96	75.39	77.82	80.26	82.69	85.12	87.55	87.93	87.93	87.93

\* 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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>