

**Salary Table 2025-SEA**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 31.57%**  
**For the Locality Pay Area of Seattle-Tacoma, WA**  
**Total Increase: 2.29%**  
**Effective January 2025**

*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   | \$ 14.10 | \$ 14.57 | \$ 15.04 | \$ 15.50 | \$ 15.97 | \$ 16.25 | \$ 16.71 | \$ 17.18 | \$ 17.20 | \$ 17.63 |
|       | O   | 21.15    | 21.86    | 22.56    | 23.25    | 23.96    | 24.38    | 25.07    | 25.77    | 25.80    | 26.45    |
| 2     | B   | 15.85    | 16.23    | 16.75    | 17.20    | 17.39    | 17.90    | 18.41    | 18.92    | 19.43    | 19.95    |
|       | O   | 23.78    | 24.35    | 25.13    | 25.80    | 26.09    | 26.85    | 27.62    | 28.38    | 29.15    | 29.93    |
| 3     | B   | 17.30    | 17.87    | 18.45    | 19.02    | 19.60    | 20.18    | 20.75    | 21.33    | 21.90    | 22.48    |
|       | O   | 25.95    | 26.81    | 27.68    | 28.53    | 29.40    | 30.27    | 31.13    | 32.00    | 32.85    | 33.72    |
| 4     | B   | 19.41    | 20.06    | 20.71    | 21.36    | 22.00    | 22.65    | 23.30    | 23.95    | 24.59    | 25.24    |
|       | O   | 29.12    | 30.09    | 31.07    | 32.04    | 33.00    | 33.98    | 34.95    | 35.93    | 36.89    | 37.86    |
| 5     | B   | 21.72    | 22.44    | 23.17    | 23.89    | 24.62    | 25.34    | 26.06    | 26.79    | 27.51    | 28.23    |
|       | O   | 32.58    | 33.66    | 34.76    | 35.84    | 36.93    | 38.01    | 39.09    | 40.19    | 41.27    | 42.35    |
| 6     | B   | 24.21    | 25.02    | 25.83    | 26.63    | 27.44    | 28.25    | 29.05    | 29.86    | 30.67    | 31.48    |
|       | O   | 36.32    | 37.53    | 38.75    | 39.95    | 41.16    | 42.38    | 43.58    | 44.79    | 46.01    | 47.22    |
| 7     | B   | 26.91    | 27.80    | 28.70    | 29.60    | 30.49    | 31.39    | 32.29    | 33.19    | 34.08    | 34.98    |
|       | O   | 40.37    | 41.70    | 43.05    | 44.40    | 45.74    | 47.09    | 48.44    | 49.79    | 51.12    | 52.47    |
| 8     | B   | 29.80    | 30.79    | 31.78    | 32.78    | 33.77    | 34.76    | 35.76    | 36.75    | 37.75    | 38.74    |
|       | O   | 44.70    | 46.19    | 47.67    | 49.17    | 50.66    | 52.14    | 53.64    | 54.36    | 54.36    | 54.36    |
| 9     | B   | 32.91    | 34.01    | 35.11    | 36.20    | 37.30    | 38.40    | 39.49    | 40.59    | 41.69    | 42.78    |
|       | O   | 49.37    | 51.02    | 52.67    | 54.30    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    |
| 10    | B   | 36.24    | 37.45    | 38.66    | 39.87    | 41.07    | 42.28    | 43.49    | 44.70    | 45.91    | 47.11    |
|       | O   | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    |
| 11    | B   | 39.82    | 41.15    | 42.47    | 43.80    | 45.13    | 46.45    | 47.78    | 49.11    | 50.44    | 51.76    |
|       | O   | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    |
| 12    | B   | 47.73    | 49.32    | 50.91    | 52.50    | 54.09    | 55.68    | 57.27    | 58.87    | 60.46    | 62.05    |
|       | O   | 54.36    | 54.36    | 54.36    | 54.36    | 54.36    | 55.68    | 57.27    | 58.87    | 60.46    | 62.05    |
| 13    | B   | 56.75    | 58.65    | 60.54    | 62.43    | 64.32    | 66.21    | 68.11    | 70.00    | 71.89    | 73.78    |
|       | O   | 56.75    | 58.65    | 60.54    | 62.43    | 64.32    | 66.21    | 68.11    | 70.00    | 71.89    | 73.78    |
| 14    | B   | 67.07    | 69.30    | 71.54    | 73.77    | 76.01    | 78.24    | 80.48    | 82.71    | 84.95    | 87.19    |
|       | O   | 67.07    | 69.30    | 71.54    | 73.77    | 76.01    | 78.24    | 80.48    | 82.71    | 84.95    | 87.19    |
| 15    | B   | 78.89    | 81.52    | 84.15    | 86.78    | 89.41    | 92.03    | 93.53    | 93.53    | 93.53    | 93.53    |
|       | O   | 78.89    | 81.52    | 84.15    | 86.78    | 89.41    | 92.03    | 93.53    | 93.53    | 93.53    | 93.53    |

\* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>