Salary Table 2026-SEA

Incorporating the 1% General Schedule Increase and a Locality Payment of 31.57%

For the Locality Pay Area of Seattle-Tacoma, WA

Total Increase: 1%

Effective January 2026

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	$ 14.24	$ 14.71	$ 15.19	$ 15.66	$ 16.13	$ 16.41	$ 16.88	$ 17.35	$ 17.37	$ 17.81
	O	*21.36*	*22.07*	*22.79*	*23.49*	*24.20*	*24.62*	*25.32*	*26.03*	*26.06*	*26.72*
2	B	16.01	16.39	16.92	17.37	17.56	18.08	18.60	19.11	19.63	20.14
	O	*24.02*	*24.59*	*25.38*	*26.06*	*26.34*	*27.12*	*27.90*	*28.67*	*29.45*	*30.21*
3	B	17.47	18.05	18.63	19.22	19.80	20.38	20.96	21.55	22.13	22.71
	O	*26.21*	*27.08*	*27.95*	*28.83*	*29.70*	*30.57*	*31.44*	*32.33*	*33.20*	*34.07*
4	B	19.61	20.26	20.92	21.57	22.22	22.88	23.53	24.18	24.84	25.49
	O	*29.42*	*30.39*	*31.38*	*32.36*	*33.33*	*34.32*	*35.30*	*36.27*	*37.26*	*38.24*
5	B	21.94	22.67	23.40	24.13	24.86	25.59	26.33	27.06	27.79	28.52
	O	*32.91*	*34.01*	*35.10*	*36.20*	*37.29*	*38.39*	*39.50*	*40.59*	*41.69*	*42.78*
6	B	24.45	25.27	26.09	26.90	27.72	28.53	29.35	30.16	30.98	31.79
	O	*36.68*	*37.91*	*39.14*	*40.35*	*41.58*	*42.80*	*44.03*	*45.24*	*46.47*	*47.69*
7	B	27.18	28.08	28.99	29.89	30.80	31.70	32.61	33.52	34.42	35.33
	O	*40.77*	*42.12*	*43.49*	*44.84*	*46.20*	*47.55*	*48.92*	*50.28*	*51.63*	*53.00*
8	B	30.10	31.10	32.10	33.10	34.11	35.11	36.11	37.12	38.12	39.12
	O	*45.15*	*46.65*	*48.15*	*49.65*	*51.17*	*52.67*	*54.17*	*54.92*	*54.92*	*54.92*
9	B	33.24	34.35	35.46	36.57	37.67	38.78	39.89	41.00	42.11	43.22
	O	*49.86*	*51.53*	*53.19*	*54.86*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*
10	B	36.61	37.83	39.05	40.26	41.48	42.70	43.92	45.14	46.36	47.58
	O	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*
11	B	40.22	41.56	42.90	44.24	45.58	46.92	48.26	49.60	50.95	52.29
	O	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*
12	B	48.20	49.81	51.42	53.03	54.63	56.24	57.85	59.45	61.06	62.67
	O	*54.92*	*54.92*	*54.92*	*54.92*	*54.92*	*56.24*	*57.85*	*59.45*	*61.06*	*62.67*
13	B	57.32	59.23	61.14	63.05	64.97	66.88	68.79	70.70	72.61	74.52
	O	*57.32*	*59.23*	*61.14*	*63.05*	*64.97*	*66.88*	*68.79*	*70.70*	*72.61*	*74.52*
14	B	67.74	70.00	72.25	74.51	76.77	79.03	81.29	83.54	85.80	88.06
	O	*67.74*	*70.00*	*72.25*	*74.51*	*76.77*	*79.03*	*81.29*	*83.54*	*85.80*	*88.06*
15	B	79.68	82.33	84.99	87.64	90.30	92.96	94.49	94.49	94.49	94.49
	O	*79.68*	*82.33*	*84.99*	*87.64*	*90.30*	*92.96*	*94.49*	*94.49*	*94.49*	*94.49*

* 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 2026 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/