

Salary Table 2023-SEA (LEO)
Including Special Base Rates at GS-3 through GS-10 and
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	19.20	19.73	20.26	20.79	21.33	21.86	22.39	22.93	23.46	24.00
	O	28.80	29.60	30.39	31.19	32.00	32.79	33.59	34.40	35.19	36.00
4	B	21.55	22.14	22.74	23.34	23.94	24.54	25.14	25.74	26.33	26.93
	O	32.33	33.21	34.11	35.01	35.91	36.81	37.71	38.61	39.50	40.40
5	B	24.78	25.45	26.12	26.79	27.46	28.13	28.80	29.47	30.14	30.81
	O	37.17	38.18	39.18	40.19	41.19	42.20	43.20	44.21	45.21	46.22
6	B	26.13	26.87	27.62	28.36	29.11	29.86	30.60	31.35	32.10	32.84
	O	39.20	40.31	41.43	42.54	43.67	44.79	45.90	47.03	48.15	49.26
7	B	28.20	29.03	29.86	30.69	31.52	32.35	33.18	34.01	34.84	35.67
	O	42.30	43.55	44.79	46.04	47.28	48.53	49.77	51.02	51.96	51.96
8	B	29.40	30.32	31.23	32.15	33.07	33.99	34.91	35.83	36.75	37.67
	O	44.10	45.48	46.85	48.23	49.61	50.99	51.96	51.96	51.96	51.96
9	B	31.45	32.47	33.48	34.50	35.51	36.53	37.54	38.55	39.57	40.58
	O	47.18	48.71	50.22	51.75	51.96	51.96	51.96	51.96	51.96	51.96
10	B	34.64	35.75	36.87	37.99	39.11	40.22	41.34	42.46	43.58	44.69
	O	51.96	51.96	51.96	51.96	51.96	51.96	51.96	51.96	51.96	51.96
11	B	36.83	38.06	39.28	40.51	41.74	42.97	44.19	45.42	46.65	47.87
	O	51.96	51.96	51.96	51.96	51.96	51.96	51.96	51.96	51.96	51.96
12	B	44.14	45.61	47.08	48.56	50.03	51.50	52.97	54.44	55.91	57.38
	O	51.96	51.96	51.96	51.96	51.96	51.96	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)).

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 2023 Locality Pay Area Definitions page:

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