

**SALARY TABLE 2013-SEA (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING A LOCALITY PAYMENT OF 21.81%**  
**FOR THE LOCALITY PAY AREA OF SEATTLE-TACOMA-OLYMPIA, WA**  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2013**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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   | \$ 10.39 | \$ 10.74 | \$ 11.08 | \$ 11.43 | \$ 11.77 | \$ 11.98 | \$ 12.32 | \$ 12.66 | \$ 12.68 | \$ 13.00 |
|       | O   | 15.59    | 16.11    | 16.62    | 17.15    | 17.66    | 17.97    | 18.48    | 18.99    | 19.02    | 19.50    |
| 2     | B   | 11.68    | 11.96    | 12.35    | 12.68    | 12.82    | 13.20    | 13.57    | 13.95    | 14.33    | 14.70    |
|       | O   | 17.52    | 17.94    | 18.53    | 19.02    | 19.23    | 19.80    | 20.36    | 20.93    | 21.50    | 22.05    |
| 3     | B   | 15.30    | 15.72    | 16.15    | 16.57    | 17.00    | 17.42    | 17.85    | 18.27    | 18.70    | 19.12    |
|       | O   | 22.95    | 23.58    | 24.23    | 24.86    | 25.50    | 26.13    | 26.78    | 27.41    | 28.05    | 28.68    |
| 4     | B   | 17.17    | 17.65    | 18.13    | 18.60    | 19.08    | 19.56    | 20.03    | 20.51    | 20.99    | 21.46    |
|       | O   | 25.76    | 26.48    | 27.20    | 27.90    | 28.62    | 29.34    | 30.05    | 30.77    | 31.49    | 32.19    |
| 5     | B   | 19.74    | 20.28    | 20.81    | 21.34    | 21.88    | 22.41    | 22.95    | 23.48    | 24.01    | 24.55    |
|       | O   | 29.61    | 30.42    | 31.22    | 32.01    | 32.82    | 33.62    | 34.43    | 35.22    | 36.02    | 36.83    |
| 6     | B   | 20.82    | 21.41    | 22.01    | 22.60    | 23.20    | 23.79    | 24.39    | 24.98    | 25.58    | 26.17    |
|       | O   | 31.23    | 32.12    | 33.02    | 33.90    | 34.80    | 35.69    | 36.59    | 37.47    | 38.37    | 39.26    |
| 7     | B   | 22.48    | 23.14    | 23.80    | 24.46    | 25.12    | 25.78    | 26.45    | 27.11    | 27.77    | 28.43    |
|       | O   | 33.72    | 34.71    | 35.70    | 36.69    | 37.68    | 38.67    | 39.68    | 40.67    | 41.42    | 41.42    |
| 8     | B   | 23.43    | 24.16    | 24.89    | 25.62    | 26.36    | 27.09    | 27.82    | 28.55    | 29.28    | 30.01    |
|       | O   | 35.15    | 36.24    | 37.34    | 38.43    | 39.54    | 40.64    | 41.42    | 41.42    | 41.42    | 41.42    |
| 9     | B   | 25.07    | 25.88    | 26.68    | 27.49    | 28.30    | 29.11    | 29.92    | 30.73    | 31.53    | 32.34    |
|       | O   | 37.61    | 38.82    | 40.02    | 41.24    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    |
| 10    | B   | 27.61    | 28.50    | 29.39    | 30.28    | 31.17    | 32.06    | 32.95    | 33.84    | 34.73    | 35.62    |
|       | O   | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    |
| 11    | B   | 29.35    | 30.33    | 31.31    | 32.29    | 33.26    | 34.24    | 35.22    | 36.20    | 37.18    | 38.15    |
|       | O   | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    |
| 12    | B   | 35.18    | 36.35    | 37.52    | 38.70    | 39.87    | 41.04    | 42.22    | 43.39    | 44.56    | 45.73    |
|       | O   | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 41.42    | 42.22    | 43.39    | 44.56    | 45.73    |
| 13    | B   | 41.83    | 43.23    | 44.62    | 46.02    | 47.41    | 48.80    | 50.20    | 51.59    | 52.99    | 54.38    |
|       | O   | 41.83    | 43.23    | 44.62    | 46.02    | 47.41    | 48.80    | 50.20    | 51.59    | 52.99    | 54.38    |
| 14    | B   | 49.43    | 51.08    | 52.73    | 54.38    | 56.02    | 57.67    | 59.32    | 60.97    | 62.62    | 64.26    |
|       | O   | 49.43    | 51.08    | 52.73    | 54.38    | 56.02    | 57.67    | 59.32    | 60.97    | 62.62    | 64.26    |
| 15    | B   | 58.15    | 60.09    | 62.03    | 63.96    | 65.90    | 67.84    | 69.78    | 71.72    | 73.66    | 74.51    |
|       | O   | 58.15    | 60.09    | 62.03    | 63.96    | 65.90    | 67.84    | 69.78    | 71.72    | 73.66    | 74.51    |

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality pay rates for law enforcement officers (LEOs) at grades 03 through 10 are computed using special base pay rates for LEOs (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended.

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>