

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/>