

SALARY TABLE 2021-POR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.74%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

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	\$ 11.70	\$ 12.10	\$ 12.48	\$ 12.87	\$ 13.26	\$ 13.49	\$ 13.87	\$ 14.26	\$ 14.28	\$ 14.64
	O	17.55	18.15	18.72	19.31	19.89	20.24	20.81	21.39	21.42	21.96
2	B	13.16	13.47	13.91	14.28	14.44	14.86	15.29	15.71	16.13	16.56
	O	19.74	20.21	20.87	21.42	21.66	22.29	22.94	23.57	24.20	24.84
3	B	17.23	17.71	18.19	18.66	19.14	19.62	20.10	20.58	21.06	21.54
	O	25.85	26.57	27.29	27.99	28.71	29.43	30.15	30.87	31.59	32.31
4	B	19.34	19.88	20.41	20.95	21.49	22.03	22.56	23.10	23.64	24.18
	O	29.01	29.82	30.62	31.43	32.24	33.05	33.84	34.65	35.46	36.27
5	B	22.24	22.84	23.44	24.05	24.65	25.25	25.85	26.45	27.05	27.65
	O	33.36	34.26	35.16	36.08	36.98	37.88	38.78	39.68	40.58	41.48
6	B	23.45	24.12	24.79	25.46	26.13	26.80	27.47	28.14	28.81	29.48
	O	35.18	36.18	37.19	38.19	39.20	40.20	41.21	42.21	43.22	44.22
7	B	25.32	26.06	26.81	27.55	28.29	29.04	29.78	30.53	31.27	32.02
	O	37.98	39.09	40.22	41.33	42.44	43.56	44.67	45.80	46.64	46.64
8	B	26.39	27.21	28.04	28.86	29.69	30.51	31.34	32.16	32.99	33.81
	O	39.59	40.82	42.06	43.29	44.54	45.77	46.64	46.64	46.64	46.64
9	B	28.23	29.14	30.06	30.97	31.88	32.79	33.70	34.61	35.52	36.43
	O	42.35	43.71	45.09	46.46	46.64	46.64	46.64	46.64	46.64	46.64
10	B	31.09	32.10	33.10	34.10	35.10	36.11	37.11	38.11	39.12	40.12
	O	46.64	46.64	46.64	46.64	46.64	46.64	46.64	46.64	46.64	46.64
11	B	33.06	34.16	35.26	36.36	37.47	38.57	39.67	40.77	41.88	42.98
	O	46.64	46.64	46.64	46.64	46.64	46.64	46.64	46.64	46.64	46.64
12	B	39.62	40.94	42.27	43.59	44.91	46.23	47.55	48.87	50.19	51.51
	O	46.64	46.64	46.64	46.64	46.64	46.64	47.55	48.87	50.19	51.51
13	B	47.12	48.69	50.26	51.83	53.40	54.97	56.54	58.11	59.68	61.25
	O	47.12	48.69	50.26	51.83	53.40	54.97	56.54	58.11	59.68	61.25
14	B	55.68	57.53	59.39	61.25	63.10	64.96	66.81	68.67	70.52	72.38
	O	55.68	57.53	59.39	61.25	63.10	64.96	66.81	68.67	70.52	72.38
15	B	65.49	67.68	69.86	72.04	74.23	76.41	78.59	80.77	82.65	82.65
	O	65.49	67.68	69.86	72.04	74.23	76.41	78.59	80.77	82.65	82.65

* 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 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>