

SALARY TABLE 2021-POR
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	14.36	14.84	15.31	15.79	16.27	16.75	17.23	17.71	18.19	18.66
	O	21.54	22.26	22.97	23.69	24.41	25.13	25.85	26.57	27.29	27.99
4	B	16.12	16.66	17.19	17.73	18.27	18.80	19.34	19.88	20.41	20.95
	O	24.18	24.99	25.79	26.60	27.41	28.20	29.01	29.82	30.62	31.43
5	B	18.03	18.63	19.24	19.84	20.44	21.04	21.64	22.24	22.84	23.44
	O	27.05	27.95	28.86	29.76	30.66	31.56	32.46	33.36	34.26	35.16
6	B	20.10	20.77	21.44	22.11	22.78	23.45	24.12	24.79	25.46	26.13
	O	30.15	31.16	32.16	33.17	34.17	35.18	36.18	37.19	38.19	39.20
7	B	22.34	23.08	23.83	24.57	25.32	26.06	26.81	27.55	28.29	29.04
	O	33.51	34.62	35.75	36.86	37.98	39.09	40.22	41.33	42.44	43.56
8	B	24.74	25.56	26.39	27.21	28.04	28.86	29.69	30.51	31.34	32.16
	O	37.11	38.34	39.59	40.82	42.06	43.29	44.54	45.14	45.14	45.14
9	B	27.32	28.23	29.14	30.06	30.97	31.88	32.79	33.70	34.61	35.52
	O	40.98	42.35	43.71	45.09	45.14	45.14	45.14	45.14	45.14	45.14
10	B	30.09	31.09	32.10	33.10	34.10	35.10	36.11	37.11	38.11	39.12
	O	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14
11	B	33.06	34.16	35.26	36.36	37.47	38.57	39.67	40.77	41.88	42.98
	O	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14	45.14
12	B	39.62	40.94	42.27	43.59	44.91	46.23	47.55	48.87	50.19	51.51
	O	45.14	45.14	45.14	45.14	45.14	46.23	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)).

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/>