

SALARY TABLE 2018-POR (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.53%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
TOTAL INCREASE: 1.88%
EFFECTIVE JANUARY 2018

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	\$ 11.03	\$ 11.40	\$ 11.77	\$ 12.13	\$ 12.50	\$ 12.71	\$ 13.07	\$ 13.44	\$ 13.45	\$ 13.80
	O	16.55	17.10	17.66	18.20	18.75	19.07	19.61	20.16	20.18	20.70
2	B	12.40	12.70	13.11	13.45	13.61	14.01	14.41	14.81	15.21	15.61
	O	18.60	19.05	19.67	20.18	20.42	21.02	21.62	22.22	22.82	23.42
3	B	16.24	16.69	17.14	17.59	18.04	18.49	18.94	19.39	19.84	20.29
	O	24.36	25.04	25.71	26.39	27.06	27.74	28.41	29.09	29.76	30.44
4	B	18.23	18.73	19.24	19.74	20.25	20.76	21.26	21.77	22.27	22.78
	O	27.35	28.10	28.86	29.61	30.38	31.14	31.89	32.66	33.41	34.17
5	B	20.96	21.53	22.09	22.66	23.23	23.79	24.36	24.93	25.49	26.06
	O	31.44	32.30	33.14	33.99	34.85	35.69	36.54	37.40	38.24	39.09
6	B	22.10	22.73	23.36	23.99	24.62	25.25	25.89	26.52	27.15	27.78
	O	33.15	34.10	35.04	35.99	36.93	37.88	38.84	39.78	40.73	41.67
7	B	23.86	24.56	25.26	25.96	26.66	27.36	28.07	28.77	29.47	30.17
	O	35.79	36.84	37.89	38.94	39.99	41.04	42.11	43.16	43.95	43.95
8	B	24.87	25.64	26.42	27.20	27.98	28.75	29.53	30.31	31.09	31.86
	O	37.31	38.46	39.63	40.80	41.97	43.13	43.95	43.95	43.95	43.95
9	B	26.61	27.47	28.32	29.18	30.04	30.90	31.76	32.62	33.47	34.33
	O	39.92	41.21	42.48	43.77	43.95	43.95	43.95	43.95	43.95	43.95
10	B	29.30	30.25	31.19	32.14	33.08	34.03	34.97	35.92	36.86	37.81
	O	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95
11	B	31.15	32.19	33.23	34.27	35.31	36.35	37.38	38.42	39.46	40.50
	O	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95	43.95
12	B	37.34	38.59	39.83	41.07	42.32	43.56	44.81	46.05	47.30	48.54
	O	43.95	43.95	43.95	43.95	43.95	43.95	44.81	46.05	47.30	48.54
13	B	44.40	45.88	47.36	48.84	50.32	51.80	53.28	54.76	56.24	57.72
	O	44.40	45.88	47.36	48.84	50.32	51.80	53.28	54.76	56.24	57.72
14	B	52.47	54.22	55.97	57.72	59.47	61.22	62.96	64.71	66.46	68.21
	O	52.47	54.22	55.97	57.72	59.47	61.22	62.96	64.71	66.46	68.21
15	B	61.72	63.78	65.83	67.89	69.95	72.00	74.06	76.12	78.18	78.68
	O	61.72	63.78	65.83	67.89	69.95	72.00	74.06	76.12	78.18	78.68

* 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 2018 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>