

**SALARY TABLE 2020-POR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.74%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA**  
**TOTAL INCREASE: 3.11%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 11.59	\$ 11.98	\$ 12.36	\$ 12.74	\$ 13.13	\$ 13.35	\$ 13.74	\$ 14.12	\$ 14.14	\$ 14.50
	O	17.39	17.97	18.54	19.11	19.70	20.03	20.61	21.18	21.21	21.75
2	B	13.03	13.34	13.77	14.14	14.29	14.71	15.13	15.55	15.98	16.40
	O	19.55	20.01	20.66	21.21	21.44	22.07	22.70	23.33	23.97	24.60
3	B	17.06	17.53	18.01	18.48	18.95	19.43	19.90	20.37	20.85	21.32
	O	25.59	26.30	27.02	27.72	28.43	29.15	29.85	30.56	31.28	31.98
4	B	19.15	19.68	20.21	20.74	21.28	21.81	22.34	22.87	23.40	23.94
	O	28.73	29.52	30.32	31.11	31.92	32.72	33.51	34.31	35.10	35.91
5	B	22.02	22.62	23.21	23.81	24.40	25.00	25.59	26.19	26.78	27.38
	O	33.03	33.93	34.82	35.72	36.60	37.50	38.39	39.29	40.17	41.07
6	B	23.22	23.88	24.55	25.21	25.87	26.54	27.20	27.86	28.53	29.19
	O	34.83	35.82	36.83	37.82	38.81	39.81	40.80	41.79	42.80	43.79
7	B	25.06	25.80	26.54	27.28	28.01	28.75	29.49	30.22	30.96	31.70
	O	37.59	38.70	39.81	40.92	42.02	43.13	44.24	45.33	46.17	46.17
8	B	26.13	26.94	27.76	28.57	29.39	30.21	31.02	31.84	32.66	33.47
	O	39.20	40.41	41.64	42.86	44.09	45.32	46.17	46.17	46.17	46.17
9	B	27.95	28.86	29.76	30.66	31.56	32.46	33.37	34.27	35.17	36.07
	O	41.93	43.29	44.64	45.99	46.17	46.17	46.17	46.17	46.17	46.17
10	B	30.78	31.78	32.77	33.76	34.76	35.75	36.74	37.74	38.73	39.72
	O	46.17	46.17	46.17	46.17	46.17	46.17	46.17	46.17	46.17	46.17
11	B	32.73	33.82	34.91	36.00	37.09	38.19	39.28	40.37	41.46	42.55
	O	46.17	46.17	46.17	46.17	46.17	46.17	46.17	46.17	46.17	46.17
12	B	39.23	40.54	41.85	43.15	44.46	45.77	47.08	48.39	49.69	51.00
	O	46.17	46.17	46.17	46.17	46.17	46.17	47.08	48.39	49.69	51.00
13	B	46.65	48.21	49.76	51.32	52.87	54.43	55.98	57.54	59.09	60.65
	O	46.65	48.21	49.76	51.32	52.87	54.43	55.98	57.54	59.09	60.65
14	B	55.13	56.96	58.80	60.64	62.48	64.31	66.15	67.99	69.83	71.66
	O	55.13	56.96	58.80	60.64	62.48	64.31	66.15	67.99	69.83	71.66
15	B	64.84	67.01	69.17	71.33	73.49	75.65	77.81	79.98	81.84	81.84
	O	64.84	67.01	69.17	71.33	73.49	75.65	77.81	79.98	81.84	81.84

\* 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 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>