

Salary Table 2024-POR (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.7% General Schedule Increase and a Locality Payment of 25.66%
For the Locality Pay Area of Portland-Vancouver-Salem, OR-WA
Total Increase: 5.27%
Effective January 2024

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	\$ 13.24	\$ 13.68	\$ 14.12	\$ 14.56	\$ 15.00	\$ 15.26	\$ 15.69	\$ 16.13	\$ 16.15	\$ 16.56
	O	19.86	20.52	21.18	21.84	22.50	22.89	23.54	24.20	24.23	24.84
2	B	14.89	15.24	15.73	16.15	16.33	16.81	17.29	17.77	18.25	18.73
	O	22.34	22.86	23.60	24.23	24.50	25.22	25.94	26.66	27.38	28.10
3	B	19.49	20.03	20.57	21.11	21.66	22.20	22.74	23.28	23.82	24.36
	O	29.24	30.05	30.86	31.67	32.49	33.30	34.11	34.92	35.73	36.54
4	B	21.88	22.48	23.09	23.70	24.31	24.91	25.52	26.13	26.74	27.34
	O	32.82	33.72	34.64	35.55	36.47	37.37	38.28	39.20	40.11	41.01
5	B	25.16	25.84	26.52	27.20	27.88	28.56	29.24	29.92	30.60	31.27
	O	37.74	38.76	39.78	40.80	41.82	42.84	43.86	44.88	45.90	46.91
6	B	26.53	27.29	28.05	28.80	29.56	30.32	31.08	31.84	32.59	33.35
	O	39.80	40.94	42.08	43.20	44.34	45.48	46.62	47.76	48.89	50.03
7	B	28.64	29.48	30.32	31.16	32.01	32.85	33.69	34.53	35.38	36.22
	O	42.96	44.22	45.48	46.74	48.02	49.28	50.54	51.80	52.76	52.76
8	B	29.85	30.78	31.71	32.65	33.58	34.51	35.44	36.38	37.31	38.24
	O	44.78	46.17	47.57	48.98	50.37	51.77	52.76	52.76	52.76	52.76
9	B	31.94	32.97	34.00	35.03	36.06	37.09	38.12	39.15	40.18	41.21
	O	47.91	49.46	51.00	52.55	52.76	52.76	52.76	52.76	52.76	52.76
10	B	35.17	36.30	37.44	38.57	39.71	40.84	41.98	43.11	44.25	45.38
	O	52.76	52.76	52.76	52.76	52.76	52.76	52.76	52.76	52.76	52.76
11	B	37.40	38.64	39.89	41.13	42.38	43.63	44.87	46.12	47.37	48.61
	O	52.76	52.76	52.76	52.76	52.76	52.76	52.76	52.76	52.76	52.76
12	B	44.82	46.32	47.81	49.30	50.80	52.29	53.78	55.28	56.77	58.27
	O	52.76	52.76	52.76	52.76	52.76	52.76	53.78	55.28	56.77	58.27
13	B	53.30	55.08	56.85	58.63	60.41	62.18	63.96	65.74	67.51	69.29
	O	53.30	55.08	56.85	58.63	60.41	62.18	63.96	65.74	67.51	69.29
14	B	62.98	65.08	67.18	69.28	71.38	73.48	75.58	77.68	79.78	81.88
	O	62.98	65.08	67.18	69.28	71.38	73.48	75.58	77.68	79.78	81.88
15	B	74.08	76.55	79.02	81.49	83.96	86.43	88.90	91.37	91.95	91.95
	O	74.08	76.55	79.02	81.49	83.96	86.43	88.90	91.37	91.95	91.95

* 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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>