

Salary Table 2025-POR (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 26.13%
For the Locality Pay Area of Portland-Vancouver-Salem, OR-WA

Total Increase: 2.08%

Effective January 2025

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	\$ 13.51	\$ 13.97	\$ 14.42	\$ 14.86	\$ 15.31	\$ 15.57	\$ 16.02	\$ 16.47	\$ 16.48	\$ 16.90
	O	20.27	20.96	21.63	22.29	22.97	23.36	24.03	24.71	24.72	25.35
2	B	15.20	15.56	16.06	16.48	16.67	17.16	17.65	18.14	18.63	19.12
	O	22.80	23.34	24.09	24.72	25.01	25.74	26.48	27.21	27.95	28.68
3	B	19.89	20.45	21.00	21.55	22.10	22.66	23.21	23.76	24.31	24.87
	O	29.84	30.68	31.50	32.33	33.15	33.99	34.82	35.64	36.47	37.31
4	B	22.34	22.96	23.58	24.20	24.82	25.44	26.06	26.68	27.30	27.92
	O	33.51	34.44	35.37	36.30	37.23	38.16	39.09	40.02	40.95	41.88
5	B	25.68	26.37	27.07	27.76	28.45	29.15	29.84	30.54	31.23	31.92
	O	38.52	39.56	40.61	41.64	42.68	43.73	44.76	45.81	46.85	47.88
6	B	27.08	27.85	28.63	29.40	30.17	30.95	31.72	32.49	33.27	34.04
	O	40.62	41.78	42.95	44.10	45.26	46.43	47.58	48.74	49.91	51.06
7	B	29.23	30.09	30.95	31.81	32.67	33.53	34.39	35.25	36.11	36.97
	O	43.85	45.14	46.43	47.72	49.01	50.30	51.59	52.88	53.85	53.85
8	B	30.47	31.42	32.38	33.33	34.28	35.23	36.18	37.14	38.09	39.04
	O	45.71	47.13	48.57	50.00	51.42	52.85	53.85	53.85	53.85	53.85
9	B	32.60	33.65	34.71	35.76	36.81	37.86	38.91	39.96	41.01	42.07
	O	48.90	50.48	52.07	53.64	53.85	53.85	53.85	53.85	53.85	53.85
10	B	35.90	37.06	38.22	39.38	40.53	41.69	42.85	44.01	45.17	46.32
	O	53.85	53.85	53.85	53.85	53.85	53.85	53.85	53.85	53.85	53.85
11	B	38.17	39.45	40.72	41.99	43.26	44.53	45.81	47.08	48.35	49.62
	O	53.85	53.85	53.85	53.85	53.85	53.85	53.85	53.85	53.85	53.85
12	B	45.75	47.28	48.80	50.33	51.86	53.38	54.91	56.43	57.96	59.48
	O	53.85	53.85	53.85	53.85	53.85	53.85	54.91	56.43	57.96	59.48
13	B	54.41	56.22	58.03	59.85	61.66	63.48	65.29	67.10	68.92	70.73
	O	54.41	56.22	58.03	59.85	61.66	63.48	65.29	67.10	68.92	70.73
14	B	64.29	66.44	68.58	70.72	72.87	75.01	77.15	79.29	81.44	83.58
	O	64.29	66.44	68.58	70.72	72.87	75.01	77.15	79.29	81.44	83.58
15	B	75.63	78.15	80.67	83.19	85.71	88.23	90.75	93.27	93.53	93.53
	O	75.63	78.15	80.67	83.19	85.71	88.23	90.75	93.27	93.53	93.53

* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>