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

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	$ 28,203	$ 29,149	$ 30,086	$ 31,020	$ 31,956	$ 32,504	$ 33,432	$ 34,367	$ 34,404	$ 35,279
2	31,712	32,466	33,517	34,404	34,790	35,813	36,836	37,859	38,882	39,905
3	41,519	42,672	43,825	44,978	46,131	47,284	48,436	49,589	50,742	51,895
4	46,614	47,909	49,205	50,500	51,795	53,091	54,386	55,681	56,977	58,272
5	53,593	55,041	56,489	57,937	59,385	60,832	62,280	63,728	65,176	66,624
6	56,515	58,130	59,744	61,358	62,973	64,587	66,202	67,816	69,431	71,045
7	61,010	62,805	64,600	66,395	68,190	69,984	71,779	73,574	75,369	77,164
8	63,591	65,579	67,567	69,554	71,542	73,530	75,518	77,506	79,493	81,481
9	68,041	70,235	72,430	74,625	76,819	79,014	81,209	83,403	85,598	87,793
10	74,928	77,344	79,761	82,177	84,594	87,011	89,427	91,844	94,261	96,677
11	79,667	82,323	84,978	87,633	90,288	92,943	95,598	98,253	100,908	103,563
12	95,488	98,671	101,855	105,039	108,222	111,406	114,589	117,773	120,956	124,140
13	113,549	117,334	121,119	124,904	128,689	132,474	136,260	140,045	143,830	147,615
14	134,180	138,652	143,125	147,597	152,070	156,542	161,015	165,488	169,960	174,433
15	157,830	163,091	168,352	173,613	178,874	184,135	189,396	194,656	195,200 *	195,200 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/