

**SALARY TABLE 2017-POR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.95%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA**  
**TOTAL INCREASE: 2.05%**  
**EFFECTIVE JANUARY 2017**

*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   | \$ 10.83 | \$ 11.19 | \$ 11.55 | \$ 11.91 | \$ 12.27 | \$ 12.48 | \$ 12.83 | \$ 13.19 | \$ 13.21 | \$ 13.54 |
|       | O   | 16.25    | 16.79    | 17.33    | 17.87    | 18.41    | 18.72    | 19.25    | 19.79    | 19.82    | 20.31    |
| 2     | B   | 12.17    | 12.46    | 12.86    | 13.21    | 13.35    | 13.75    | 14.14    | 14.53    | 14.92    | 15.32    |
|       | O   | 18.26    | 18.69    | 19.29    | 19.82    | 20.03    | 20.63    | 21.21    | 21.80    | 22.38    | 22.98    |
| 3     | B   | 15.94    | 16.38    | 16.82    | 17.27    | 17.71    | 18.15    | 18.60    | 19.04    | 19.48    | 19.92    |
|       | O   | 23.91    | 24.57    | 25.23    | 25.91    | 26.57    | 27.23    | 27.90    | 28.56    | 29.22    | 29.88    |
| 4     | B   | 17.89    | 18.39    | 18.88    | 19.38    | 19.88    | 20.37    | 20.87    | 21.37    | 21.86    | 22.36    |
|       | O   | 26.84    | 27.59    | 28.32    | 29.07    | 29.82    | 30.56    | 31.31    | 32.06    | 32.79    | 33.54    |
| 5     | B   | 20.57    | 21.13    | 21.69    | 22.24    | 22.80    | 23.36    | 23.91    | 24.47    | 25.02    | 25.58    |
|       | O   | 30.86    | 31.70    | 32.54    | 33.36    | 34.20    | 35.04    | 35.87    | 36.71    | 37.53    | 38.37    |
| 6     | B   | 21.69    | 22.31    | 22.93    | 23.55    | 24.17    | 24.79    | 25.41    | 26.03    | 26.65    | 27.27    |
|       | O   | 32.54    | 33.47    | 34.40    | 35.33    | 36.26    | 37.19    | 38.12    | 39.05    | 39.98    | 40.91    |
| 7     | B   | 23.42    | 24.11    | 24.79    | 25.48    | 26.17    | 26.86    | 27.55    | 28.24    | 28.93    | 29.62    |
|       | O   | 35.13    | 36.17    | 37.19    | 38.22    | 39.26    | 40.29    | 41.33    | 42.36    | 43.14    | 43.14    |
| 8     | B   | 24.41    | 25.17    | 25.93    | 26.69    | 27.46    | 28.22    | 28.98    | 29.74    | 30.51    | 31.27    |
|       | O   | 36.62    | 37.76    | 38.90    | 40.04    | 41.19    | 42.33    | 43.14    | 43.14    | 43.14    | 43.14    |
| 9     | B   | 26.12    | 26.96    | 27.80    | 28.64    | 29.49    | 30.33    | 31.17    | 32.01    | 32.86    | 33.70    |
|       | O   | 39.18    | 40.44    | 41.70    | 42.96    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    |
| 10    | B   | 28.76    | 29.69    | 30.62    | 31.54    | 32.47    | 33.40    | 34.33    | 35.25    | 36.18    | 37.11    |
|       | O   | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    |
| 11    | B   | 30.58    | 31.60    | 32.62    | 33.63    | 34.65    | 35.67    | 36.69    | 37.71    | 38.73    | 39.75    |
|       | O   | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    |
| 12    | B   | 36.65    | 37.87    | 39.09    | 40.32    | 41.54    | 42.76    | 43.98    | 45.20    | 46.43    | 47.65    |
|       | O   | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.14    | 43.98    | 45.20    | 46.43    | 47.65    |
| 13    | B   | 43.58    | 45.03    | 46.49    | 47.94    | 49.39    | 50.85    | 52.30    | 53.75    | 55.20    | 56.66    |
|       | O   | 43.58    | 45.03    | 46.49    | 47.94    | 49.39    | 50.85    | 52.30    | 53.75    | 55.20    | 56.66    |
| 14    | B   | 51.50    | 53.22    | 54.93    | 56.65    | 58.37    | 60.08    | 61.80    | 63.52    | 65.23    | 66.95    |
|       | O   | 51.50    | 53.22    | 54.93    | 56.65    | 58.37    | 60.08    | 61.80    | 63.52    | 65.23    | 66.95    |
| 15    | B   | 60.58    | 62.60    | 64.62    | 66.64    | 68.66    | 70.68    | 72.70    | 74.71    | 76.73    | 77.58    |
|       | O   | 60.58    | 62.60    | 64.62    | 66.64    | 68.66    | 70.68    | 72.70    | 74.71    | 76.73    | 77.58    |

\* 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 2017 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>