

**SALARY TABLE 2019-POR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.13%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA**  
**TOTAL INCREASE: 1.90%**  
**EFFECTIVE JANUARY 2019**

*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	\$ 11.24	\$ 11.61	\$ 11.99	\$ 12.36	\$ 12.73	\$ 12.95	\$ 13.32	\$ 13.69	\$ 13.71	\$ 14.06
	O	16.86	17.42	17.99	18.54	19.10	19.43	19.98	20.54	20.57	21.09
2	B	12.64	12.94	13.36	13.71	13.86	14.27	14.68	15.09	15.49	15.90
	O	18.96	19.41	20.04	20.57	20.79	21.41	22.02	22.64	23.24	23.85
3	B	16.54	17.00	17.46	17.92	18.38	18.84	19.30	19.76	20.22	20.68
	O	24.81	25.50	26.19	26.88	27.57	28.26	28.95	29.64	30.33	31.02
4	B	18.57	19.09	19.60	20.12	20.63	21.15	21.67	22.18	22.70	23.21
	O	27.86	28.64	29.40	30.18	30.95	31.73	32.51	33.27	34.05	34.82
5	B	21.36	21.93	22.51	23.09	23.66	24.24	24.82	25.39	25.97	26.55
	O	32.04	32.90	33.77	34.64	35.49	36.36	37.23	38.09	38.96	39.83
6	B	22.52	23.16	23.81	24.45	25.09	25.74	26.38	27.03	27.67	28.31
	O	33.78	34.74	35.72	36.68	37.64	38.61	39.57	40.55	41.51	42.47
7	B	24.31	25.02	25.74	26.45	27.17	27.89	28.60	29.32	30.03	30.75
	O	36.47	37.53	38.61	39.68	40.76	41.84	42.90	43.98	44.79	44.79
8	B	25.34	26.13	26.92	27.71	28.51	29.30	30.09	30.88	31.67	32.46
	O	38.01	39.20	40.38	41.57	42.77	43.95	44.79	44.79	44.79	44.79
9	B	27.11	27.99	28.86	29.73	30.61	31.48	32.36	33.23	34.11	34.98
	O	40.67	41.99	43.29	44.60	44.79	44.79	44.79	44.79	44.79	44.79
10	B	29.86	30.82	31.78	32.74	33.71	34.67	35.63	36.60	37.56	38.52
	O	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79
11	B	31.74	32.80	33.86	34.92	35.98	37.04	38.09	39.15	40.21	41.27
	O	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79	44.79
12	B	38.05	39.32	40.59	41.85	43.12	44.39	45.66	46.93	48.20	49.46
	O	44.79	44.79	44.79	44.79	44.79	44.79	45.66	46.93	48.20	49.46
13	B	45.24	46.75	48.26	49.77	51.28	52.78	54.29	55.80	57.31	58.82
	O	45.24	46.75	48.26	49.77	51.28	52.78	54.29	55.80	57.31	58.82
14	B	53.47	55.25	57.03	58.81	60.59	62.38	64.16	65.94	67.72	69.51
	O	53.47	55.25	57.03	58.81	60.59	62.38	64.16	65.94	67.72	69.51
15	B	62.89	64.99	67.08	69.18	71.27	73.37	75.47	77.56	79.66	79.78
	O	62.89	64.99	67.08	69.18	71.27	73.37	75.47	77.56	79.66	79.78

\* 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 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>