

SALARY TABLE 2019-POR
INCORPORATING A LOCALITY PAYMENT OF 22.53%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
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	\$ 11.03	\$ 11.40	\$ 11.77	\$ 12.13	\$ 12.50	\$ 12.71	\$ 13.07	\$ 13.44	\$ 13.45	\$ 13.80
	O	16.55	17.10	17.66	18.20	18.75	19.07	19.61	20.16	20.18	20.70
2	B	12.40	12.70	13.11	13.45	13.61	14.01	14.41	14.81	15.21	15.61
	O	18.60	19.05	19.67	20.18	20.42	21.02	21.62	22.22	22.82	23.42
3	B	13.53	13.98	14.43	14.88	15.33	15.78	16.24	16.69	17.14	17.59
	O	20.30	20.97	21.65	22.32	23.00	23.67	24.36	25.04	25.71	26.39
4	B	15.19	15.70	16.20	16.71	17.21	17.72	18.23	18.73	19.24	19.74
	O	22.79	23.55	24.30	25.07	25.82	26.58	27.35	28.10	28.86	29.61
5	B	16.99	17.56	18.13	18.69	19.26	19.83	20.39	20.96	21.53	22.09
	O	25.49	26.34	27.20	28.04	28.89	29.75	30.59	31.44	32.30	33.14
6	B	18.94	19.57	20.20	20.84	21.47	22.10	22.73	23.36	23.99	24.62
	O	28.41	29.36	30.30	31.26	32.21	33.15	34.10	35.04	35.99	36.93
7	B	21.05	21.75	22.45	23.16	23.86	24.56	25.26	25.96	26.66	27.36
	O	31.58	32.63	33.68	34.74	35.79	36.84	37.89	38.94	39.99	41.04
8	B	23.31	24.09	24.87	25.64	26.42	27.20	27.98	28.75	29.53	30.31
	O	34.97	36.14	37.31	38.46	39.63	40.80	41.97	42.54	42.54	42.54
9	B	25.75	26.61	27.47	28.32	29.18	30.04	30.90	31.76	32.62	33.47
	O	38.63	39.92	41.21	42.48	42.54	42.54	42.54	42.54	42.54	42.54
10	B	28.36	29.30	30.25	31.19	32.14	33.08	34.03	34.97	35.92	36.86
	O	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54
11	B	31.15	32.19	33.23	34.27	35.31	36.35	37.38	38.42	39.46	40.50
	O	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54	42.54
12	B	37.34	38.59	39.83	41.07	42.32	43.56	44.81	46.05	47.30	48.54
	O	42.54	42.54	42.54	42.54	42.54	43.56	44.81	46.05	47.30	48.54
13	B	44.40	45.88	47.36	48.84	50.32	51.80	53.28	54.76	56.24	57.72
	O	44.40	45.88	47.36	48.84	50.32	51.80	53.28	54.76	56.24	57.72
14	B	52.47	54.22	55.97	57.72	59.47	61.22	62.96	64.71	66.46	68.21
	O	52.47	54.22	55.97	57.72	59.47	61.22	62.96	64.71	66.46	68.21
15	B	61.72	63.78	65.83	67.89	69.95	72.00	74.06	76.12	78.18	78.68
	O	61.72	63.78	65.83	67.89	69.95	72.00	74.06	76.12	78.18	78.68

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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/>