

SALARY TABLE 2020-POR
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 23.74%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
TOTAL INCREASE: 3.11%
EFFECTIVE JANUARY 2020

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	\$ 11.59	\$ 11.98	\$ 12.36	\$ 12.74	\$ 13.13	\$ 13.35	\$ 13.74	\$ 14.12	\$ 14.14	\$ 14.50
	O	17.39	17.97	18.54	19.11	19.70	20.03	20.61	21.18	21.21	21.75
2	B	13.03	13.34	13.77	14.14	14.29	14.71	15.13	15.55	15.98	16.40
	O	19.55	20.01	20.66	21.21	21.44	22.07	22.70	23.33	23.97	24.60
3	B	14.22	14.69	15.16	15.64	16.11	16.58	17.06	17.53	18.01	18.48
	O	21.33	22.04	22.74	23.46	24.17	24.87	25.59	26.30	27.02	27.72
4	B	15.96	16.49	17.02	17.55	18.09	18.62	19.15	19.68	20.21	20.74
	O	23.94	24.74	25.53	26.33	27.14	27.93	28.73	29.52	30.32	31.11
5	B	17.85	18.45	19.05	19.64	20.24	20.83	21.43	22.02	22.62	23.21
	O	26.78	27.68	28.58	29.46	30.36	31.25	32.15	33.03	33.93	34.82
6	B	19.90	20.57	21.23	21.89	22.56	23.22	23.88	24.55	25.21	25.87
	O	29.85	30.86	31.85	32.84	33.84	34.83	35.82	36.83	37.82	38.81
7	B	22.12	22.85	23.59	24.33	25.06	25.80	26.54	27.28	28.01	28.75
	O	33.18	34.28	35.39	36.50	37.59	38.70	39.81	40.92	42.02	43.13
8	B	24.49	25.31	26.13	26.94	27.76	28.57	29.39	30.21	31.02	31.84
	O	36.74	37.97	39.20	40.41	41.64	42.86	44.09	44.69	44.69	44.69
9	B	27.05	27.95	28.86	29.76	30.66	31.56	32.46	33.37	34.27	35.17
	O	40.58	41.93	43.29	44.64	44.69	44.69	44.69	44.69	44.69	44.69
10	B	29.79	30.78	31.78	32.77	33.76	34.76	35.75	36.74	37.74	38.73
	O	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69
11	B	32.73	33.82	34.91	36.00	37.09	38.19	39.28	40.37	41.46	42.55
	O	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69
12	B	39.23	40.54	41.85	43.15	44.46	45.77	47.08	48.39	49.69	51.00
	O	44.69	44.69	44.69	44.69	44.69	45.77	47.08	48.39	49.69	51.00
13	B	46.65	48.21	49.76	51.32	52.87	54.43	55.98	57.54	59.09	60.65
	O	46.65	48.21	49.76	51.32	52.87	54.43	55.98	57.54	59.09	60.65
14	B	55.13	56.96	58.80	60.64	62.48	64.31	66.15	67.99	69.83	71.66
	O	55.13	56.96	58.80	60.64	62.48	64.31	66.15	67.99	69.83	71.66
15	B	64.84	67.01	69.17	71.33	73.49	75.65	77.81	79.98	81.84	81.84
	O	64.84	67.01	69.17	71.33	73.49	75.65	77.81	79.98	81.84	81.84

* 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 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>