

Salary Table 2023-POR (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 24.98%
For the Locality Pay Area of Portland-Vancouver-Salem, OR-WA
Total Increase: 4.64%
Effective January 2023

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	\$ 12.58	\$ 13.00	\$ 13.41	\$ 13.83	\$ 14.25	\$ 14.49	\$ 14.91	\$ 15.32	\$ 15.34	\$ 15.73
	O	18.87	19.50	20.12	20.75	21.38	21.74	22.37	22.98	23.01	23.60
2	B	14.14	14.48	14.94	15.34	15.51	15.97	16.43	16.88	17.34	17.80
	O	21.21	21.72	22.41	23.01	23.27	23.96	24.65	25.32	26.01	26.70
3	B	18.52	19.03	19.54	20.06	20.57	21.09	21.60	22.12	22.63	23.15
	O	27.78	28.55	29.31	30.09	30.86	31.64	32.40	33.18	33.95	34.73
4	B	20.78	21.36	21.94	22.52	23.09	23.67	24.25	24.82	25.40	25.98
	O	31.17	32.04	32.91	33.78	34.64	35.51	36.38	37.23	38.10	38.97
5	B	23.90	24.55	25.19	25.84	26.48	27.13	27.78	28.42	29.07	29.72
	O	35.85	36.83	37.79	38.76	39.72	40.70	41.67	42.63	43.61	44.58
6	B	25.20	25.92	26.64	27.36	28.08	28.80	29.52	30.24	30.96	31.68
	O	37.80	38.88	39.96	41.04	42.12	43.20	44.28	45.36	46.44	47.52
7	B	27.20	28.00	28.80	29.60	30.40	31.20	32.00	32.80	33.60	34.40
	O	40.80	42.00	43.20	44.40	45.60	46.80	48.00	49.20	50.12	50.12
8	B	28.36	29.24	30.13	31.01	31.90	32.79	33.67	34.56	35.45	36.33
	O	42.54	43.86	45.20	46.52	47.85	49.19	50.12	50.12	50.12	50.12
9	B	30.34	31.32	32.30	33.27	34.25	35.23	36.21	37.19	38.17	39.15
	O	45.51	46.98	48.45	49.91	50.12	50.12	50.12	50.12	50.12	50.12
10	B	33.41	34.49	35.57	36.64	37.72	38.80	39.88	40.96	42.03	43.11
	O	50.12	50.12	50.12	50.12	50.12	50.12	50.12	50.12	50.12	50.12
11	B	35.52	36.71	37.89	39.07	40.26	41.44	42.63	43.81	44.99	46.18
	O	50.12	50.12	50.12	50.12	50.12	50.12	50.12	50.12	50.12	50.12
12	B	42.58	44.00	45.42	46.84	48.25	49.67	51.09	52.51	53.93	55.35
	O	50.12	50.12	50.12	50.12	50.12	50.12	51.09	52.51	53.93	55.35
13	B	50.63	52.32	54.01	55.69	57.38	59.07	60.76	62.44	64.13	65.82
	O	50.63	52.32	54.01	55.69	57.38	59.07	60.76	62.44	64.13	65.82
14	B	59.83	61.82	63.82	65.81	67.81	69.80	71.79	73.79	75.78	77.78
	O	59.83	61.82	63.82	65.81	67.81	69.80	71.79	73.79	75.78	77.78
15	B	70.38	72.72	75.07	77.41	79.76	82.10	84.45	86.80	87.93	87.93
	O	70.38	72.72	75.07	77.41	79.76	82.10	84.45	86.80	87.93	87.93

* 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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>