Salary Table 2025-POR

Incorporating the 1.7% General Schedule Increase and a Locality Payment of 26.13%

For the Locality Pay Area of Portland-Vancouver-Salem, OR-WA

Total Increase: 2.08%

Effective January 2025

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	$ 13.51	$ 13.97	$ 14.42	$ 14.86	$ 15.31	$ 15.57	$ 16.02	$ 16.47	$ 16.48	$ 16.90
	O	*20.27*	*20.96*	*21.63*	*22.29*	*22.97*	*23.36*	*24.03*	*24.71*	*24.72*	*25.35*
2	B	15.20	15.56	16.06	16.48	16.67	17.16	17.65	18.14	18.63	19.12
	O	*22.80*	*23.34*	*24.09*	*24.72*	*25.01*	*25.74*	*26.48*	*27.21*	*27.95*	*28.68*
3	B	16.58	17.13	17.68	18.24	18.79	19.34	19.89	20.45	21.00	21.55
	O	*24.87*	*25.70*	*26.52*	*27.36*	*28.19*	*29.01*	*29.84*	*30.68*	*31.50*	*32.33*
4	B	18.61	19.23	19.85	20.47	21.09	21.71	22.34	22.96	23.58	24.20
	O	*27.92*	*28.85*	*29.78*	*30.71*	*31.64*	*32.57*	*33.51*	*34.44*	*35.37*	*36.30*
5	B	20.82	21.52	22.21	22.90	23.60	24.29	24.99	25.68	26.37	27.07
	O	*31.23*	*32.28*	*33.32*	*34.35*	*35.40*	*36.44*	*37.49*	*38.52*	*39.56*	*40.61*
6	B	23.21	23.99	24.76	25.53	26.31	27.08	27.85	28.63	29.40	30.17
	O	*34.82*	*35.99*	*37.14*	*38.30*	*39.47*	*40.62*	*41.78*	*42.95*	*44.10*	*45.26*
7	B	25.79	26.65	27.51	28.37	29.23	30.09	30.95	31.81	32.67	33.53
	O	*38.69*	*39.98*	*41.27*	*42.56*	*43.85*	*45.14*	*46.43*	*47.72*	*49.01*	*50.30*
8	B	28.56	29.52	30.47	31.42	32.38	33.33	34.28	35.23	36.18	37.14
	O	*42.84*	*44.28*	*45.71*	*47.13*	*48.57*	*50.00*	*51.42*	*52.11*	*52.11*	*52.11*
9	B	31.55	32.60	33.65	34.71	35.76	36.81	37.86	38.91	39.96	41.01
	O	*47.33*	*48.90*	*50.48*	*52.07*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*
10	B	34.74	35.90	37.06	38.22	39.38	40.53	41.69	42.85	44.01	45.17
	O	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*
11	B	38.17	39.45	40.72	41.99	43.26	44.53	45.81	47.08	48.35	49.62
	O	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*
12	B	45.75	47.28	48.80	50.33	51.86	53.38	54.91	56.43	57.96	59.48
	O	*52.11*	*52.11*	*52.11*	*52.11*	*52.11*	*53.38*	*54.91*	*56.43*	*57.96*	*59.48*
13	B	54.41	56.22	58.03	59.85	61.66	63.48	65.29	67.10	68.92	70.73
	O	*54.41*	*56.22*	*58.03*	*59.85*	*61.66*	*63.48*	*65.29*	*67.10*	*68.92*	*70.73*
14	B	64.29	66.44	68.58	70.72	72.87	75.01	77.15	79.29	81.44	83.58
	O	*64.29*	*66.44*	*68.58*	*70.72*	*72.87*	*75.01*	*77.15*	*79.29*	*81.44*	*83.58*
15	B	75.63	78.15	80.67	83.19	85.71	88.23	90.75	93.27	93.53	93.53
	O	*75.63*	*78.15*	*80.67*	*83.19*	*85.71*	*88.23*	*90.75*	*93.27*	*93.53*	*93.53*

* 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 2025 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/