

**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:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>