

**SALARY TABLE 2016-POR**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.69%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA**  
**TOTAL INCREASE: 1.29%**  
**EFFECTIVE JANUARY 2016**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,138	\$ 22,878	\$ 23,614	\$ 24,347	\$ 25,083	\$ 25,514	\$ 26,242	\$ 26,975	\$ 27,004	\$ 27,687
2	24,890	25,482	26,307	27,004	27,311	28,115	28,919	29,722	30,526	31,330
3	27,158	28,063	28,968	29,873	30,778	31,684	32,589	33,494	34,399	35,304
4	30,488	31,504	32,520	33,536	34,552	35,569	36,585	37,601	38,617	39,633
5	34,109	35,246	36,383	37,520	38,657	39,794	40,931	42,068	43,205	44,342
6	38,022	39,289	40,557	41,824	43,091	44,358	45,626	46,893	48,160	49,427
7	42,252	43,661	45,069	46,478	47,886	49,295	50,703	52,112	53,520	54,928
8	46,793	48,352	49,911	51,471	53,030	54,589	56,149	57,708	59,267	60,827
9	51,683	53,405	55,128	56,850	58,572	60,294	62,017	63,739	65,461	67,183
10	56,915	58,812	60,709	62,607	64,504	66,401	68,298	70,196	72,093	73,990
11	62,531	64,615	66,699	68,784	70,868	72,952	75,037	77,121	79,205	81,290
12	74,950	77,448	79,946	82,445	84,943	87,441	89,939	92,438	94,936	97,434
13	89,125	92,096	95,068	98,039	101,010	103,982	106,953	109,924	112,896	115,867
14	105,318	108,829	112,339	115,850	119,361	122,872	126,383	129,894	133,405	136,916
15	123,883	128,013	132,143	136,273	140,404	144,534	148,664	152,794	156,924	160,300 *

\* 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 2016 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>