

**Salary Table 2023-POR**  
**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**

*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	\$ 26,245	\$ 27,126	\$ 27,997	\$ 28,867	\$ 29,738	\$ 30,248	\$ 31,111	\$ 31,981	\$ 32,016	\$ 32,836
2	29,510	30,213	31,190	32,016	32,377	33,330	34,282	35,234	36,187	37,139
3	32,200	33,273	34,347	35,421	36,494	37,568	38,641	39,715	40,788	41,862
4	36,145	37,350	38,555	39,760	40,965	42,170	43,374	44,579	45,784	46,989
5	40,440	41,788	43,137	44,485	45,834	47,182	48,531	49,880	51,228	52,577
6	45,080	46,583	48,085	49,587	51,089	52,592	54,094	55,596	57,098	58,601
7	50,094	51,764	53,434	55,104	56,773	58,443	60,113	61,783	63,452	65,122
8	55,477	57,327	59,177	61,026	62,876	64,726	66,576	68,425	70,275	72,125
9	61,275	63,317	65,360	67,402	69,444	71,486	73,528	75,570	77,613	79,655
10	67,477	69,726	71,976	74,226	76,475	78,725	80,975	83,224	85,474	87,723
11	74,137	76,608	79,079	81,549	84,020	86,491	88,962	91,433	93,904	96,375
12	88,860	91,822	94,784	97,746	100,708	103,670	106,632	109,594	112,556	115,518
13	105,666	109,188	112,709	116,231	119,753	123,275	126,797	130,319	133,841	137,363
14	124,865	129,027	133,189	137,351	141,512	145,674	149,836	153,998	158,160	162,322
15	146,874	151,769	156,665	161,560	166,456	171,351	176,247	181,142	183,500 *	183,500 *

\* 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 2023 Locality Pay Area Definitions page:

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