

SALARY TABLE 2018-POR
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.53%
FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-SALEM, OR-WA
TOTAL INCREASE: 1.88%
EFFECTIVE JANUARY 2018

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 | \$ 11.03 | \$ 11.40 | \$ 11.77 | \$ 12.13 | \$ 12.50 | \$ 12.71 | \$ 13.07 | \$ 13.44 | \$ 13.45 | \$ 13.80 |
| | O | 16.55 | 17.10 | 17.66 | 18.20 | 18.75 | 19.07 | 19.61 | 20.16 | 20.18 | 20.70 |
| 2 | B | 12.40 | 12.70 | 13.11 | 13.45 | 13.61 | 14.01 | 14.41 | 14.81 | 15.21 | 15.61 |
| | O | 18.60 | 19.05 | 19.67 | 20.18 | 20.42 | 21.02 | 21.62 | 22.22 | 22.82 | 23.42 |
| 3 | B | 13.53 | 13.98 | 14.43 | 14.88 | 15.33 | 15.78 | 16.24 | 16.69 | 17.14 | 17.59 |
| | O | 20.30 | 20.97 | 21.65 | 22.32 | 23.00 | 23.67 | 24.36 | 25.04 | 25.71 | 26.39 |
| 4 | B | 15.19 | 15.70 | 16.20 | 16.71 | 17.21 | 17.72 | 18.23 | 18.73 | 19.24 | 19.74 |
| | O | 22.79 | 23.55 | 24.30 | 25.07 | 25.82 | 26.58 | 27.35 | 28.10 | 28.86 | 29.61 |
| 5 | B | 16.99 | 17.56 | 18.13 | 18.69 | 19.26 | 19.83 | 20.39 | 20.96 | 21.53 | 22.09 |
| | O | 25.49 | 26.34 | 27.20 | 28.04 | 28.89 | 29.75 | 30.59 | 31.44 | 32.30 | 33.14 |
| 6 | B | 18.94 | 19.57 | 20.20 | 20.84 | 21.47 | 22.10 | 22.73 | 23.36 | 23.99 | 24.62 |
| | O | 28.41 | 29.36 | 30.30 | 31.26 | 32.21 | 33.15 | 34.10 | 35.04 | 35.99 | 36.93 |
| 7 | B | 21.05 | 21.75 | 22.45 | 23.16 | 23.86 | 24.56 | 25.26 | 25.96 | 26.66 | 27.36 |
| | O | 31.58 | 32.63 | 33.68 | 34.74 | 35.79 | 36.84 | 37.89 | 38.94 | 39.99 | 41.04 |
| 8 | B | 23.31 | 24.09 | 24.87 | 25.64 | 26.42 | 27.20 | 27.98 | 28.75 | 29.53 | 30.31 |
| | O | 34.97 | 36.14 | 37.31 | 38.46 | 39.63 | 40.80 | 41.97 | 42.54 | 42.54 | 42.54 |
| 9 | B | 25.75 | 26.61 | 27.47 | 28.32 | 29.18 | 30.04 | 30.90 | 31.76 | 32.62 | 33.47 |
| | O | 38.63 | 39.92 | 41.21 | 42.48 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 |
| 10 | B | 28.36 | 29.30 | 30.25 | 31.19 | 32.14 | 33.08 | 34.03 | 34.97 | 35.92 | 36.86 |
| | O | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 |
| 11 | B | 31.15 | 32.19 | 33.23 | 34.27 | 35.31 | 36.35 | 37.38 | 38.42 | 39.46 | 40.50 |
| | O | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 |
| 12 | B | 37.34 | 38.59 | 39.83 | 41.07 | 42.32 | 43.56 | 44.81 | 46.05 | 47.30 | 48.54 |
| | O | 42.54 | 42.54 | 42.54 | 42.54 | 42.54 | 43.56 | 44.81 | 46.05 | 47.30 | 48.54 |
| 13 | B | 44.40 | 45.88 | 47.36 | 48.84 | 50.32 | 51.80 | 53.28 | 54.76 | 56.24 | 57.72 |
| | O | 44.40 | 45.88 | 47.36 | 48.84 | 50.32 | 51.80 | 53.28 | 54.76 | 56.24 | 57.72 |
| 14 | B | 52.47 | 54.22 | 55.97 | 57.72 | 59.47 | 61.22 | 62.96 | 64.71 | 66.46 | 68.21 |
| | O | 52.47 | 54.22 | 55.97 | 57.72 | 59.47 | 61.22 | 62.96 | 64.71 | 66.46 | 68.21 |
| 15 | B | 61.72 | 63.78 | 65.83 | 67.89 | 69.95 | 72.00 | 74.06 | 76.12 | 78.18 | 78.68 |
| | O | 61.72 | 63.78 | 65.83 | 67.89 | 69.95 | 72.00 | 74.06 | 76.12 | 78.18 | 78.68 |

* 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 2018 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>