

**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**

*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	\$ 24,183	\$ 24,993	\$ 25,797	\$ 26,597	\$ 27,401	\$ 27,871	\$ 28,666	\$ 29,467	\$ 29,500	\$ 30,252
2	27,191	27,838	28,739	29,500	29,831	30,709	31,586	32,463	33,341	34,218
3	29,668	30,657	31,645	32,634	33,623	34,611	35,600	36,589	37,577	38,566
4	33,305	34,415	35,525	36,634	37,744	38,854	39,964	41,074	42,184	43,294
5	37,262	38,504	39,747	40,989	42,231	43,474	44,716	45,958	47,201	48,443
6	41,536	42,920	44,305	45,690	47,074	48,459	49,844	51,228	52,613	53,998
7	46,156	47,694	49,232	50,771	52,309	53,847	55,385	56,923	58,461	59,999
8	51,117	52,821	54,525	56,229	57,933	59,636	61,340	63,044	64,748	66,452
9	56,459	58,341	60,223	62,105	63,987	65,869	67,751	69,633	71,516	73,398
10	62,174	64,247	66,320	68,392	70,465	72,538	74,610	76,683	78,756	80,828
11	68,309	70,586	72,863	75,140	77,417	79,694	81,970	84,247	86,524	88,801
12	81,875	84,605	87,334	90,064	92,794	95,524	98,253	100,983	103,713	106,442
13	97,360	100,606	103,851	107,097	110,343	113,588	116,834	120,080	123,325	126,571
14	115,050	118,884	122,719	126,554	130,389	134,223	138,058	141,893	145,727	149,562
15	135,329	139,841	144,353	148,864	153,376	157,887	162,399	166,910	170,800 *	170,800 *

\* 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/>