

**Salary Table 2026-POR (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1% General Schedule Increase and a Locality Payment of 26.13%**  
**For the Locality Pay Area of Portland-Vancouver-Salem, OR-WA**  
**Total Increase: 1%**  
**Effective January 2026**

*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	\$ 28,485	\$ 29,440	\$ 30,387	\$ 31,331	\$ 32,275	\$ 32,829	\$ 33,766	\$ 34,710	\$ 34,749	\$ 35,629
2	32,028	32,790	33,852	34,749	35,137	36,170	37,203	38,236	39,269	40,302
3	41,941	43,106	44,272	45,437	46,603	47,768	48,933	50,099	51,264	52,430
4	47,078	48,386	49,694	51,002	52,310	53,618	54,926	56,234	57,542	58,850
5	54,134	55,597	57,060	58,523	59,986	61,449	62,912	64,375	65,839	67,302
6	57,081	58,712	60,343	61,974	63,605	65,236	66,867	68,497	70,128	71,759
7	61,620	63,432	65,245	67,057	68,870	70,682	72,494	74,307	76,119	77,932
8	64,225	66,232	68,239	70,246	72,252	74,259	76,266	78,272	80,279	82,286
9	68,722	70,939	73,157	75,374	77,591	79,809	82,026	84,243	86,461	88,678
10	75,677	78,117	80,558	82,999	85,439	87,880	90,320	92,761	95,202	97,642
11	80,465	83,147	85,830	88,513	91,196	93,879	96,561	99,244	101,927	104,610
12	96,443	99,658	102,873	106,088	109,303	112,518	115,733	118,948	122,163	125,378
13	114,684	118,507	122,330	126,153	129,976	133,799	137,622	141,445	145,268	149,091
14	135,522	140,040	144,558	149,076	153,594	158,112	162,629	167,147	171,665	176,183
15	159,408	164,722	170,036	175,350	180,664	185,977	191,291	196,605	197,200 *	197,200 *

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Note: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>