

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

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	\$ 13.65	\$ 14.11	\$ 14.56	\$ 15.01	\$ 15.46	\$ 15.73	\$ 16.18	\$ 16.63	\$ 16.65	\$ 17.07
	O	20.48	21.17	21.84	22.52	23.19	23.60	24.27	24.95	24.98	25.61
2	B	15.35	15.71	16.22	16.65	16.84	17.33	17.83	18.32	18.82	19.31
	O	23.03	23.57	24.33	24.98	25.26	26.00	26.75	27.48	28.23	28.97
3	B	20.10	20.65	21.21	21.77	22.33	22.89	23.45	24.01	24.56	25.12
	O	30.15	30.98	31.82	32.66	33.50	34.34	35.18	36.02	36.84	37.68
4	B	22.56	23.18	23.81	24.44	25.06	25.69	26.32	26.94	27.57	28.20
	O	33.84	34.77	35.72	36.66	37.59	38.54	39.48	40.41	41.36	42.30
5	B	25.94	26.64	27.34	28.04	28.74	29.44	30.14	30.85	31.55	32.25
	O	38.91	39.96	41.01	42.06	43.11	44.16	45.21	46.28	47.33	48.38
6	B	27.35	28.13	28.91	29.70	30.48	31.26	32.04	32.82	33.60	34.38
	O	41.03	42.20	43.37	44.55	45.72	46.89	48.06	49.23	50.40	51.57
7	B	29.53	30.39	31.26	32.13	33.00	33.87	34.74	35.60	36.47	37.34
	O	44.30	45.59	46.89	48.20	49.50	50.81	52.11	53.40	54.39	54.39
8	B	30.77	31.74	32.70	33.66	34.62	35.58	36.54	37.50	38.47	39.43
	O	46.16	47.61	49.05	50.49	51.93	53.37	54.39	54.39	54.39	54.39
9	B	32.93	33.99	35.05	36.12	37.18	38.24	39.30	40.37	41.43	42.49
	O	49.40	50.99	52.58	54.18	54.39	54.39	54.39	54.39	54.39	54.39
10	B	36.26	37.43	38.60	39.77	40.94	42.11	43.28	44.45	45.62	46.79
	O	54.39	54.39	54.39	54.39	54.39	54.39	54.39	54.39	54.39	54.39
11	B	38.56	39.84	41.13	42.41	43.70	44.98	46.27	47.55	48.84	50.12
	O	54.39	54.39	54.39	54.39	54.39	54.39	54.39	54.39	54.39	54.39
12	B	46.21	47.75	49.29	50.83	52.37	53.91	55.45	56.99	58.54	60.08
	O	54.39	54.39	54.39	54.39	54.39	54.39	55.45	56.99	58.54	60.08
13	B	54.95	56.78	58.62	60.45	62.28	64.11	65.94	67.77	69.61	71.44
	O	54.95	56.78	58.62	60.45	62.28	64.11	65.94	67.77	69.61	71.44
14	B	64.94	67.10	69.27	71.43	73.60	75.76	77.92	80.09	82.25	84.42
	O	64.94	67.10	69.27	71.43	73.60	75.76	77.92	80.09	82.25	84.42
15	B	76.38	78.93	81.47	84.02	86.57	89.11	91.66	94.20	94.49	94.49
	O	76.38	78.93	81.47	84.02	86.57	89.11	91.66	94.20	94.49	94.49

* 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. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

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/>