

Salary Table 2026-POR
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	34,948	36,114	37,279	38,444	39,610	40,775	41,941	43,106	44,272	45,437
4	39,230	40,538	41,846	43,154	44,462	45,770	47,078	48,386	49,694	51,002
5	43,892	45,355	46,818	48,281	49,744	51,208	52,671	54,134	55,597	57,060
6	48,927	50,558	52,189	53,820	55,451	57,081	58,712	60,343	61,974	63,605
7	54,370	56,182	57,995	59,807	61,620	63,432	65,245	67,057	68,870	70,682
8	60,212	62,219	64,225	66,232	68,239	70,246	72,252	74,259	76,266	78,272
9	66,505	68,722	70,939	73,157	75,374	77,591	79,809	82,026	84,243	86,461
10	73,236	75,677	78,117	80,558	82,999	85,439	87,880	90,320	92,761	95,202
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)).

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/>