

**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**

*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   | 16.75    | 17.30    | 17.86    | 18.42    | 18.98    | 19.54    | 20.10    | 20.65    | 21.21    | 21.77    |
|       | O   | 25.13    | 25.95    | 26.79    | 27.63    | 28.47    | 29.31    | 30.15    | 30.98    | 31.82    | 32.66    |
| 4     | B   | 18.80    | 19.42    | 20.05    | 20.68    | 21.30    | 21.93    | 22.56    | 23.18    | 23.81    | 24.44    |
|       | O   | 28.20    | 29.13    | 30.08    | 31.02    | 31.95    | 32.90    | 33.84    | 34.77    | 35.72    | 36.66    |
| 5     | B   | 21.03    | 21.73    | 22.43    | 23.13    | 23.84    | 24.54    | 25.24    | 25.94    | 26.64    | 27.34    |
|       | O   | 31.55    | 32.60    | 33.65    | 34.70    | 35.76    | 36.81    | 37.86    | 38.91    | 39.96    | 41.01    |
| 6     | B   | 23.44    | 24.23    | 25.01    | 25.79    | 26.57    | 27.35    | 28.13    | 28.91    | 29.70    | 30.48    |
|       | O   | 35.16    | 36.35    | 37.52    | 38.69    | 39.86    | 41.03    | 42.20    | 43.37    | 44.55    | 45.72    |
| 7     | B   | 26.05    | 26.92    | 27.79    | 28.66    | 29.53    | 30.39    | 31.26    | 32.13    | 33.00    | 33.87    |
|       | O   | 39.08    | 40.38    | 41.69    | 42.99    | 44.30    | 45.59    | 46.89    | 48.20    | 49.50    | 50.81    |
| 8     | B   | 28.85    | 29.81    | 30.77    | 31.74    | 32.70    | 33.66    | 34.62    | 35.58    | 36.54    | 37.50    |
|       | O   | 43.28    | 44.72    | 46.16    | 47.61    | 49.05    | 50.49    | 51.93    | 52.64    | 52.64    | 52.64    |
| 9     | B   | 31.87    | 32.93    | 33.99    | 35.05    | 36.12    | 37.18    | 38.24    | 39.30    | 40.37    | 41.43    |
|       | O   | 47.81    | 49.40    | 50.99    | 52.58    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    |
| 10    | B   | 35.09    | 36.26    | 37.43    | 38.60    | 39.77    | 40.94    | 42.11    | 43.28    | 44.45    | 45.62    |
|       | O   | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    |
| 11    | B   | 38.56    | 39.84    | 41.13    | 42.41    | 43.70    | 44.98    | 46.27    | 47.55    | 48.84    | 50.12    |
|       | O   | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    |
| 12    | B   | 46.21    | 47.75    | 49.29    | 50.83    | 52.37    | 53.91    | 55.45    | 56.99    | 58.54    | 60.08    |
|       | O   | 52.64    | 52.64    | 52.64    | 52.64    | 52.64    | 53.91    | 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)).

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/>