

**SALARY TABLE 2009-POR (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.71%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-BEAVERTON, OR-WA**  
(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.76%)

**EFFECTIVE JANUARY 2009**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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   | \$ 10.06 | \$ 10.40 | \$ 10.73 | \$ 11.06 | \$ 11.40 | \$ 11.60 | \$ 11.93 | \$ 12.26 | \$ 12.27 | \$ 12.59 |
|       | O   | 15.09    | 15.60    | 16.10    | 16.59    | 17.10    | 17.40    | 17.90    | 18.39    | 18.41    | 18.89    |
| 2     | B   | 11.31    | 11.58    | 11.95    | 12.27    | 12.41    | 12.77    | 13.14    | 13.50    | 13.87    | 14.23    |
|       | O   | 16.97    | 17.37    | 17.93    | 18.41    | 18.62    | 19.16    | 19.71    | 20.25    | 20.81    | 21.35    |
| 3     | B   | 14.81    | 15.22    | 15.63    | 16.04    | 16.45    | 16.87    | 17.28    | 17.69    | 18.10    | 18.51    |
|       | O   | 22.22    | 22.83    | 23.45    | 24.06    | 24.68    | 25.31    | 25.92    | 26.54    | 27.15    | 27.77    |
| 4     | B   | 16.63    | 17.09    | 17.55    | 18.01    | 18.47    | 18.93    | 19.40    | 19.86    | 20.32    | 20.78    |
|       | O   | 24.95    | 25.64    | 26.33    | 27.02    | 27.71    | 28.40    | 29.10    | 29.79    | 30.48    | 31.17    |
| 5     | B   | 19.12    | 19.64    | 20.15    | 20.67    | 21.19    | 21.70    | 22.22    | 22.74    | 23.25    | 23.77    |
|       | O   | 28.68    | 29.46    | 30.23    | 31.01    | 31.79    | 32.55    | 33.33    | 34.11    | 34.88    | 35.66    |
| 6     | B   | 20.16    | 20.74    | 21.31    | 21.89    | 22.46    | 23.04    | 23.61    | 24.19    | 24.77    | 25.34    |
|       | O   | 30.24    | 31.11    | 31.97    | 32.84    | 33.69    | 34.56    | 35.42    | 36.29    | 37.16    | 38.01    |
| 7     | B   | 21.76    | 22.40    | 23.04    | 23.68    | 24.32    | 24.96    | 25.60    | 26.24    | 26.88    | 27.52    |
|       | O   | 32.64    | 33.60    | 34.56    | 35.52    | 36.48    | 37.44    | 38.40    | 39.36    | 40.10    | 40.10    |
| 8     | B   | 22.68    | 23.39    | 24.10    | 24.81    | 25.52    | 26.23    | 26.94    | 27.65    | 28.36    | 29.06    |
|       | O   | 34.02    | 35.09    | 36.15    | 37.22    | 38.28    | 39.35    | 40.10    | 40.10    | 40.10    | 40.10    |
| 9     | B   | 24.27    | 25.05    | 25.84    | 26.62    | 27.40    | 28.19    | 28.97    | 29.75    | 30.53    | 31.32    |
|       | O   | 36.41    | 37.58    | 38.76    | 39.93    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    |
| 10    | B   | 26.73    | 27.59    | 28.45    | 29.31    | 30.18    | 31.04    | 31.90    | 32.76    | 33.63    | 34.49    |
|       | O   | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    |
| 11    | B   | 28.42    | 29.37    | 30.31    | 31.26    | 32.21    | 33.15    | 34.10    | 35.05    | 35.99    | 36.94    |
|       | O   | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    |
| 12    | B   | 34.06    | 35.20    | 36.33    | 37.47    | 38.60    | 39.74    | 40.87    | 42.01    | 43.14    | 44.28    |
|       | O   | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.10    | 40.87    | 42.01    | 43.14    | 44.28    |
| 13    | B   | 40.50    | 41.85    | 43.21    | 44.56    | 45.91    | 47.26    | 48.61    | 49.96    | 51.31    | 52.66    |
|       | O   | 40.50    | 41.85    | 43.21    | 44.56    | 45.91    | 47.26    | 48.61    | 49.96    | 51.31    | 52.66    |
| 14    | B   | 47.86    | 49.46    | 51.06    | 52.65    | 54.25    | 55.84    | 57.44    | 59.03    | 60.63    | 62.23    |
|       | O   | 47.86    | 49.46    | 51.06    | 52.65    | 54.25    | 55.84    | 57.44    | 59.03    | 60.63    | 62.23    |
| 15    | B   | 56.30    | 58.18    | 60.06    | 61.93    | 63.81    | 65.69    | 67.56    | 69.44    | 71.32    | 73.19    |
|       | O   | 56.30    | 58.18    | 60.06    | 61.93    | 63.81    | 65.69    | 67.56    | 69.44    | 71.32    | 73.19    |