

**SALARY TABLE 2012-POR**  
**INCORPORATING A LOCALITY PAYMENT OF 20.35%**  
**FOR THE LOCALITY PAY AREA OF PORTLAND-VANCOUVER-BEAVERTON, OR-WA**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.27	\$ 10.61	\$ 10.95	\$ 11.29	\$ 11.63	\$ 11.83	\$ 12.17	\$ 12.51	\$ 12.52	\$ 12.84
	O	15.41	15.92	16.43	16.94	17.45	17.75	18.26	18.77	18.78	19.26
2	B	11.54	11.82	12.20	12.52	12.66	13.04	13.41	13.78	14.15	14.53
	O	17.31	17.73	18.30	18.78	18.99	19.56	20.12	20.67	21.23	21.80
3	B	12.59	13.01	13.43	13.85	14.27	14.69	15.11	15.53	15.95	16.37
	O	18.89	19.52	20.15	20.78	21.41	22.04	22.67	23.30	23.93	24.56
4	B	14.14	14.61	15.08	15.55	16.02	16.49	16.97	17.44	17.91	18.38
	O	21.21	21.92	22.62	23.33	24.03	24.74	25.46	26.16	26.87	27.57
5	B	15.82	16.35	16.87	17.40	17.93	18.45	18.98	19.51	20.03	20.56
	O	23.73	24.53	25.31	26.10	26.90	27.68	28.47	29.27	30.05	30.84
6	B	17.63	18.22	18.81	19.40	19.98	20.57	21.16	21.75	22.33	22.92
	O	26.45	27.33	28.22	29.10	29.97	30.86	31.74	32.63	33.50	34.38
7	B	19.59	20.25	20.90	21.55	22.21	22.86	23.51	24.17	24.82	25.47
	O	29.39	30.38	31.35	32.33	33.32	34.29	35.27	36.26	37.23	38.21
8	B	21.70	22.42	23.15	23.87	24.59	25.32	26.04	26.76	27.49	28.21
	O	32.55	33.63	34.73	35.81	36.89	37.98	39.06	39.59	39.59	39.59
9	B	23.97	24.77	25.57	26.36	27.16	27.96	28.76	29.56	30.36	31.16
	O	35.96	37.16	38.36	39.54	39.59	39.59	39.59	39.59	39.59	39.59
10	B	26.39	27.27	28.15	29.03	29.91	30.79	31.67	32.55	33.43	34.31
	O	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59
11	B	29.00	29.97	30.93	31.90	32.86	33.83	34.80	35.76	36.73	37.70
	O	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59	39.59
12	B	34.76	35.92	37.07	38.23	39.39	40.55	41.71	42.87	44.03	45.18
	O	39.59	39.59	39.59	39.59	39.59	40.55	41.71	42.87	44.03	45.18
13	B	41.33	42.71	44.09	45.46	46.84	48.22	49.60	50.98	52.35	53.73
	O	41.33	42.71	44.09	45.46	46.84	48.22	49.60	50.98	52.35	53.73
14	B	48.84	50.47	52.10	53.73	55.35	56.98	58.61	60.24	61.87	63.49
	O	48.84	50.47	52.10	53.73	55.35	56.98	58.61	60.24	61.87	63.49
15	B	57.45	59.37	61.28	63.20	65.11	67.03	68.94	70.86	72.77	74.51
	O	57.45	59.37	61.28	63.20	65.11	67.03	68.94	70.86	72.77	74.51

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