

**SALARY TABLE 2004-POR**

**INCORPORATING THE 2.7% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 14.69%  
FOR THE LOCALITY PAY AREA OF PORTLAND-SALEM, OR-WA**

**(Total Increase 4.26%)**

**Effective January 2004**

*Hourly Basic (B) Rates by Grade and Step*

*Hourly Overtime (O) Rates by Grade and Step*

<b>GRADE</b>	<b>B/O</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>
GS-1	B	\$ 8.59	\$ 8.87	\$ 9.16	\$ 9.44	\$ 9.73	\$ 9.90	\$ 10.18	\$ 10.46	\$ 10.47	\$ 10.74
	O	12.89	13.31	13.74	14.16	14.60	14.85	15.27	15.69	15.71	16.11
2	B	9.65	9.88	10.20	10.47	10.59	10.90	11.22	11.53	11.84	12.15
	O	14.48	14.82	15.30	15.71	15.89	16.35	16.83	17.30	17.76	18.23
3	B	10.53	10.89	11.24	11.59	11.94	12.29	12.64	12.99	13.34	13.69
	O	15.80	16.34	16.86	17.39	17.91	18.44	18.96	19.49	20.01	20.54
4	B	11.83	12.22	12.61	13.01	13.40	13.80	14.19	14.58	14.98	15.37
	O	17.75	18.33	18.92	19.52	20.10	20.70	21.29	21.87	22.47	23.06
5	B	13.23	13.67	14.11	14.55	15.00	15.44	15.88	16.32	16.76	17.20
	O	19.85	20.51	21.17	21.83	22.50	23.16	23.82	24.48	25.14	25.80
6	B	14.75	15.24	15.73	16.22	16.71	17.21	17.70	18.19	18.68	19.17
	O	22.13	22.86	23.60	24.33	25.07	25.82	26.55	27.29	28.02	28.76
7	B	16.39	16.93	17.48	18.03	18.57	19.12	19.67	20.21	20.76	21.30
	O	24.59	25.40	26.22	27.05	27.86	28.68	29.51	30.32	31.14	31.95
8	B	18.15	18.75	19.36	19.96	20.57	21.17	21.78	22.38	22.99	23.59
	O	27.23	28.13	29.04	29.94	30.86	31.76	32.67	33.12	33.12	33.12
9	B	20.05	20.71	21.38	22.05	22.72	23.39	24.06	24.72	25.39	26.06
	O	30.08	31.07	32.07	33.08	33.12	33.12	33.12	33.12	33.12	33.12
10	B	22.08	22.81	23.55	24.28	25.02	25.76	26.49	27.23	27.96	28.70
	O	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12
11	B	24.25	25.06	25.87	26.68	27.49	28.30	29.10	29.91	30.72	31.53
	O	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12	33.12
12	B	29.07	30.04	31.01	31.98	32.95	33.91	34.88	35.85	36.82	37.79
	O	33.12	33.12	33.12	33.12	33.12	33.91	34.88	35.85	36.82	37.79
13	B	34.57	35.72	36.87	38.03	39.18	40.33	41.48	42.64	43.79	44.94
	O	34.57	35.72	36.87	38.03	39.18	40.33	41.48	42.64	43.79	44.94
14	B	40.85	42.21	43.57	44.94	46.30	47.66	49.02	50.38	51.74	53.11
	O	40.85	42.21	43.57	44.94	46.30	47.66	49.02	50.38	51.74	53.11
15	B	48.05	49.65	51.26	52.86	54.46	56.06	57.66	59.26	60.87	62.47
	O	48.05	49.65	51.26	52.86	54.46	56.06	57.66	59.26	60.87	62.47

NOTE: Locality rates of pay are basic pay only for certain purposes--see "Salary Tables for 2004" cover sheet.