



**DEPARTMENT OF DEFENSE**  
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE  
4800 MARK CENTER DRIVE  
ALEXANDRIA, VA 22350-1100

June 23, 2021

MEMORANDUM FOR COMMANDING OFFICERS OF MILITARY DEPARTMENTS AND  
DOD COMPONENT INSTALLATIONS IN THE PORTLAND,  
OREGON WAGE AREA

SUBJECT: Minimum Wage Adjustment for Portland, Oregon Wage Area #112

The minimum wage for localities in the wage area increased to \$14.00 per hour effective July 1, 2021. The enclosed AC-312 (RUS) wage schedule reflects minimum wage adjustments to corresponding AC-312 (RUS) survey-based held schedule issued on June 23, 2021.

AC-112 (POR) wage schedule did not require any pay changes. However, this schedule is being reissued (enclosed) to maintain proper alignment of schedules.

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Karl H. Fendt  
Chief  
Wage and Salary Division

Enclosure:  
As stated

SUBJECT: Special Federal Wage System Schedules for Lock and Dam Operation and Maintenance Employees, US Army Engineer District Portland, Oregon (POR)

TO: US Army Engineer District Portland, Oregon

The schedules shown below have been established under authority of DoD Instruction 5120.39, dated October 1, 2015, subject to the limitations contained in CPM 2021-02, dated 1 January 2021\*, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all installations listed on the reverse side.

WY WO-WA Grade	WY - Rates					WO - Rates					WA - Rates					
	1	2	3	4	5	1	2	3	4	5	1	2	3	4	5	
1	14.26	14.85	15.45	16.03	16.62	15.68	16.33	16.95	17.62	18.28	22.55	23.47	24.41	25.36	26.31	
2	15.73	16.40	17.03	17.68	18.38	17.31	18.01	18.74	19.49	20.20	24.05	25.04	26.02	27.04	28.07	
3	17.26	17.96	18.66	19.38	20.13	18.96	19.75	20.53	21.34	22.12	25.61	26.68	27.74	28.81	29.88	
4	18.74	19.55	20.31	21.06	21.88	20.62	21.48	22.33	23.20	24.04	27.22	28.36	29.49	30.64	31.79	
5	20.35	21.20	22.04	22.88	23.73	22.38	23.32	24.24	25.17	26.11	28.73	29.92	31.13	32.32	33.52	
6	21.86	22.77	23.68	24.59	25.49	24.07	25.06	26.07	27.08	28.07	30.24	31.50	32.76	34.00	35.25	
7	23.38	24.36	25.36	26.28	27.25	25.72	26.78	27.83	28.94	30.00	31.73	33.09	34.40	35.70	37.02	
8	24.88	25.88	26.93	27.97	29.03	27.36	28.48	29.62	30.78	31.91	33.24	34.62	36.00	37.39	38.77	
9	26.41	27.50	28.60	29.70	30.79	29.04	30.24	31.46	32.64	33.84	34.78	36.19	37.65	39.08	40.55	
10	27.88	29.06	30.22	31.39	32.56	30.67	31.94	33.23	34.50	35.80	36.27	37.75	39.27	40.74	42.28	
11	29.41	30.63	31.85	33.09	34.28	32.32	33.68	35.00	36.39	37.70	36.92	38.44	39.99	41.55	43.05	
12	30.88	32.19	33.49	34.78	36.04	33.96	35.39	36.82	38.22	39.63	37.75	39.35	40.93	42.50	44.07	
13	32.00	33.45	34.68	36.04	37.41	35.25	36.78	38.22	39.65	41.18	38.85	40.49	42.08	43.69	45.30	
14	33.13	34.52	35.89	37.28	38.68	36.45	37.94	39.46	41.01	42.56	39.97	41.64	43.30	44.98	46.64	
15	34.29	35.76	37.14	38.59	40.06	37.73	39.32	40.91	42.47	44.09	41.22	42.92	44.65	46.35	48.09	
											16	42.88	44.65	46.43	48.22	49.98
											17	44.73	46.58	48.42	50.33	52.16
											18	46.76	48.73	50.68	52.64	54.56
											19	45.62	47.52	49.42	51.32	53.22

\* DUE TO COVID-19 RESTRICTIONS, THE FY21 WAGE SURVEY COULD NOT BE CONDUCTED IN CONFORMANCE WITH 5 CFR 532 REQUIREMENTS. PER OPM GUIDANCE, ONLY THE FY21 PAY FLOOR INCREASE PROVISION IDENTIFIED IN CPM 2021-02 HAS BEEN APPLIED TO THESE SCHEDULES.

KARL H. FENDT  
 Chief  
 Wage and Salary Division

Order Date: 4 August 2020  
 Effective Date: 1 July 2021  
 Supersedes Schedule Issued 11 January 2021