



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: Federal Wage System Regular and Special Production Facilitating Wage Rate Schedules for the
 Portland, Oregon (POR) Wage Area

TO: Commanding Officers of Military Departments and DoD Component Installations in the Area

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*. Rates are established as required by 5 USC 5343(d), if applicable, and are to be applied in accordance with the provisions of 5 CFR Part 532 to all employees whose official duty station is located within the geographic boundary of the wage area definition shown on the reverse side.

WG WL-WS Grade	WG - Rates					WL - Rates					WS - WD - WN Rates					WD-WN Pay Level
	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	1
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	2
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	3
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	4
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	5 1
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	6 2
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	7 3
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	8 4
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	9 5
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	10 6
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	11 7
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	8
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	9

* 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.

WS-16	42.88	44.65	46.43	48.22	49.98
WS-17	44.73	46.58	48.42	50.33	52.16
WS-18	46.76	48.73	50.68	52.64	54.56
WS-19	45.62	47.52	49.42	51.32	53.22

KARL H. FENDT
 Chief
 Wage and Salary Division

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