

CCA Salary Schedule  
 \$19.94/hr starting wage  
 Effective 7/1/2025

		Date	State	Region
Minimum wage	\$ 15.05	7/1/2025	Oregon	Standard
Grade Progression	1.044			
Step Progression	1.044			
SSA	1.045			

**Annual Structure (based on 2080 hours per year) - Effective July 1, 2025 thru June 30, 2026**

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Grade	Spread	Grade Min	Grade Max
1	\$ 32,717	\$ 34,157	\$ 35,659	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	1	54%	\$ 32,717	\$ 50,324
2	\$ 34,157	\$ 35,659	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	2	54%	\$ 34,157	\$ 52,539
3	\$ 35,659	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	3	54%	\$ 35,659	\$ 54,850
4	\$ 37,228	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	4	54%	\$ 37,228	\$ 57,264
5	\$ 38,867	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	5	54%	\$ 38,867	\$ 59,783
6	\$ 40,577	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	6	54%	\$ 40,577	\$ 62,414
7	\$ 42,362	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	7	54%	\$ 42,362	\$ 65,160
8	\$ 44,226	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	8	54%	\$ 44,226	\$ 68,027
9	\$ 46,172	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	9	54%	\$ 46,172	\$ 71,020
10	\$ 48,203	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	10	54%	\$ 48,203	\$ 74,145
11	\$ 50,324	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	11	54%	\$ 50,324	\$ 77,408
12	\$ 52,539	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	12	54%	\$ 52,539	\$ 80,814
13	\$ 54,850	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	13	54%	\$ 54,850	\$ 84,369
14	\$ 57,264	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	14	54%	\$ 57,264	\$ 88,082
15	\$ 59,783	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	15	54%	\$ 59,783	\$ 91,957
16	\$ 62,414	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	16	54%	\$ 62,414	\$ 96,003
17	\$ 65,160	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	17	54%	\$ 65,160	\$ 100,227
18	\$ 68,027	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	18	54%	\$ 68,027	\$ 104,637
19	\$ 71,020	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	19	54%	\$ 71,020	\$ 109,242
20	\$ 74,145	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	20	54%	\$ 74,145	\$ 114,048
21	\$ 77,408	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	21	54%	\$ 77,408	\$ 119,066
22	\$ 80,814	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	22	54%	\$ 80,814	\$ 124,305
23	\$ 84,369	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	23	54%	\$ 84,369	\$ 129,775
24	\$ 88,082	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	24	54%	\$ 88,082	\$ 135,485
25	\$ 91,957	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	25	54%	\$ 91,957	\$ 141,446
26	\$ 96,003	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	26	54%	\$ 96,003	\$ 147,670
27	\$ 100,227	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	27	54%	\$ 100,227	\$ 154,167
28	\$ 104,637	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	28	54%	\$ 104,637	\$ 160,950
29	\$ 109,242	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	29	54%	\$ 109,242	\$ 168,032
30	\$ 114,048	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	\$ 175,426	30	54%	\$ 114,048	\$ 175,426
31	\$ 119,066	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	\$ 175,426	\$ 183,144	31	54%	\$ 119,066	\$ 183,144
32	\$ 124,305	\$ 129,775	\$ 135,485	\$ 141,446	\$ 147,670	\$ 154,167	\$ 160,950	\$ 168,032	\$ 175,426	\$ 183,144	\$ 191,203	32	54%	\$ 124,305	\$ 191,203

Note: Grey cells are below the \$19.94/hr starting wage