

CCA Salary Schedule  
 \$20.60/hr starting wage  
 Effective 7/1/2026

	Date	State	Region
Minimum wage	\$ 15.55	7/1/2026	Oregon
Grade Progression	1.044		
Step Progression	1.044		
SSA	1.033		

**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	\$ 33,797	\$ 35,285	\$ 36,836	\$ 38,457	\$ 40,150	\$ 41,917	\$ 43,760	\$ 45,686	\$ 47,696	\$ 49,794	\$ 51,985	1	54%	\$ 33,797	\$ 51,985
2	\$ 35,285	\$ 36,836	\$ 38,457	\$ 40,150	\$ 41,917	\$ 43,760	\$ 45,686	\$ 47,696	\$ 49,794	\$ 51,985	\$ 54,273	2	54%	\$ 35,285	\$ 54,273
3	\$ 36,836	\$ 38,457	\$ 40,150	\$ 41,917	\$ 43,760	\$ 45,686	\$ 47,696	\$ 49,794	\$ 51,985	\$ 54,273	\$ 56,661	3	54%	\$ 36,836	\$ 56,661
4	\$ 38,457	\$ 40,150	\$ 41,917	\$ 43,760	\$ 45,686	\$ 47,696	\$ 49,794	\$ 51,985	\$ 54,273	\$ 56,661	\$ 59,154	4	54%	\$ 38,457	\$ 59,154
5	\$ 40,150	\$ 41,917	\$ 43,760	\$ 45,686	\$ 47,696	\$ 49,794	\$ 51,985	\$ 54,273	\$ 56,661	\$ 59,154	\$ 61,756	5	54%	\$ 40,150	\$ 61,756
6	\$ 41,917	\$ 43,760	\$ 45,686	\$ 47,696	\$ 49,794	\$ 51,985	\$ 54,273	\$ 56,661	\$ 59,154	\$ 61,756	\$ 64,474	6	54%	\$ 41,917	\$ 64,474
7	\$ 43,760	\$ 45,686	\$ 47,696	\$ 49,794	\$ 51,985	\$ 54,273	\$ 56,661	\$ 59,154	\$ 61,756	\$ 64,474	\$ 67,311	7	54%	\$ 43,760	\$ 67,311
8	\$ 45,686	\$ 47,696	\$ 49,794	\$ 51,985	\$ 54,273	\$ 56,661	\$ 59,154	\$ 61,756	\$ 64,474	\$ 67,311	\$ 70,272	8	54%	\$ 45,686	\$ 70,272
9	\$ 47,696	\$ 49,794	\$ 51,985	\$ 54,273	\$ 56,661	\$ 59,154	\$ 61,756	\$ 64,474	\$ 67,311	\$ 70,272	\$ 73,364	9	54%	\$ 47,696	\$ 73,364
10	\$ 49,794	\$ 51,985	\$ 54,273	\$ 56,661	\$ 59,154	\$ 61,756	\$ 64,474	\$ 67,311	\$ 70,272	\$ 73,364	\$ 76,592	10	54%	\$ 49,794	\$ 76,592
11	\$ 51,985	\$ 54,273	\$ 56,661	\$ 59,154	\$ 61,756	\$ 64,474	\$ 67,311	\$ 70,272	\$ 73,364	\$ 76,592	\$ 79,963	11	54%	\$ 51,985	\$ 79,963
12	\$ 54,273	\$ 56,661	\$ 59,154	\$ 61,756	\$ 64,474	\$ 67,311	\$ 70,272	\$ 73,364	\$ 76,592	\$ 79,963	\$ 83,481	12	54%	\$ 54,273	\$ 83,481
13	\$ 56,661	\$ 59,154	\$ 61,756	\$ 64,474	\$ 67,311	\$ 70,272	\$ 73,364	\$ 76,592	\$ 79,963	\$ 83,481	\$ 87,154	13	54%	\$ 56,661	\$ 87,154
14	\$ 59,154	\$ 61,756	\$ 64,474	\$ 67,311	\$ 70,272	\$ 73,364	\$ 76,592	\$ 79,963	\$ 83,481	\$ 87,154	\$ 90,989	14	54%	\$ 59,154	\$ 90,989
15	\$ 61,756	\$ 64,474	\$ 67,311	\$ 70,272	\$ 73,364	\$ 76,592	\$ 79,963	\$ 83,481	\$ 87,154	\$ 90,989	\$ 94,992	15	54%	\$ 61,756	\$ 94,992
16	\$ 64,474	\$ 67,311	\$ 70,272	\$ 73,364	\$ 76,592	\$ 79,963	\$ 83,481	\$ 87,154	\$ 90,989	\$ 94,992	\$ 99,172	16	54%	\$ 64,474	\$ 99,172
17	\$ 67,311	\$ 70,272	\$ 73,364	\$ 76,592	\$ 79,963	\$ 83,481	\$ 87,154	\$ 90,989	\$ 94,992	\$ 99,172	\$ 103,535	17	54%	\$ 67,311	\$ 103,535
18	\$ 70,272	\$ 73,364	\$ 76,592	\$ 79,963	\$ 83,481	\$ 87,154	\$ 90,989	\$ 94,992	\$ 99,172	\$ 103,535	\$ 108,091	18	54%	\$ 70,272	\$ 108,091
19	\$ 73,364	\$ 76,592	\$ 79,963	\$ 83,481	\$ 87,154	\$ 90,989	\$ 94,992	\$ 99,172	\$ 103,535	\$ 108,091	\$ 112,847	19	54%	\$ 73,364	\$ 112,847
20	\$ 76,592	\$ 79,963	\$ 83,481	\$ 87,154	\$ 90,989	\$ 94,992	\$ 99,172	\$ 103,535	\$ 108,091	\$ 112,847	\$ 117,812	20	54%	\$ 76,592	\$ 117,812
21	\$ 79,963	\$ 83,481	\$ 87,154	\$ 90,989	\$ 94,992	\$ 99,172	\$ 103,535	\$ 108,091	\$ 112,847	\$ 117,812	\$ 122,996	21	54%	\$ 79,963	\$ 122,996
22	\$ 83,481	\$ 87,154	\$ 90,989	\$ 94,992	\$ 99,172	\$ 103,535	\$ 108,091	\$ 112,847	\$ 117,812	\$ 122,996	\$ 128,408	22	54%	\$ 83,481	\$ 128,408
23	\$ 87,154	\$ 90,989	\$ 94,992	\$ 99,172	\$ 103,535	\$ 108,091	\$ 112,847	\$ 117,812	\$ 122,996	\$ 128,408	\$ 134,058	23	54%	\$ 87,154	\$ 134,058
24	\$ 90,989	\$ 94,992	\$ 99,172	\$ 103,535	\$ 108,091	\$ 112,847	\$ 117,812	\$ 122,996	\$ 128,408	\$ 134,058	\$ 139,957	24	54%	\$ 90,989	\$ 139,957
25	\$ 94,992	\$ 99,172	\$ 103,535	\$ 108,091	\$ 112,847	\$ 117,812	\$ 122,996	\$ 128,408	\$ 134,058	\$ 139,957	\$ 146,114	25	54%	\$ 94,992	\$ 146,114
26	\$ 99,172	\$ 103,535	\$ 108,091	\$ 112,847	\$ 117,812	\$ 122,996	\$ 128,408	\$ 134,058	\$ 139,957	\$ 146,114	\$ 152,544	26	54%	\$ 99,172	\$ 152,544
27	\$ 103,535	\$ 108,091	\$ 112,847	\$ 117,812	\$ 122,996	\$ 128,408	\$ 134,058	\$ 139,957	\$ 146,114	\$ 152,544	\$ 159,255	27	54%	\$ 103,535	\$ 159,255
28	\$ 108,091	\$ 112,847	\$ 117,812	\$ 122,996	\$ 128,408	\$ 134,058	\$ 139,957	\$ 146,114	\$ 152,544	\$ 159,255	\$ 166,262	28	54%	\$ 108,091	\$ 166,262
29	\$ 112,847	\$ 117,812	\$ 122,996	\$ 128,408	\$ 134,058	\$ 139,957	\$ 146,114	\$ 152,544	\$ 159,255	\$ 166,262	\$ 173,578	29	54%	\$ 112,847	\$ 173,578
30	\$ 117,812	\$ 122,996	\$ 128,408	\$ 134,058	\$ 139,957	\$ 146,114	\$ 152,544	\$ 159,255	\$ 166,262	\$ 173,578	\$ 181,216	30	54%	\$ 117,812	\$ 181,216
31	\$ 122,996	\$ 128,408	\$ 134,058	\$ 139,957	\$ 146,114	\$ 152,544	\$ 159,255	\$ 166,262	\$ 173,578	\$ 181,216	\$ 189,188	31	54%	\$ 122,996	\$ 189,188
32	\$ 128,408	\$ 134,058	\$ 139,957	\$ 146,114	\$ 152,544	\$ 159,255	\$ 166,262	\$ 173,578	\$ 181,216	\$ 189,188	\$ 197,513	32	54%	\$ 128,408	\$ 197,513

\*Grey cells are below the \$20.60/hr starting wage