

SALARY TABLE 2019-PHL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 25.30%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
TOTAL INCREASE: 1.98%
EFFECTIVE JANUARY 2019

Hourly Basic (B) Rates by Grade and Step
Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees by Grade and Step

| Grade | B/O | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 |
|-------|-----|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| 1 | B | \$ 11.44 | \$ 11.82 | \$ 12.20 | \$ 12.58 | \$ 12.96 | \$ 13.18 | \$ 13.56 | \$ 13.94 | \$ 13.95 | \$ 14.31 |
| | O | 17.16 | 17.73 | 18.30 | 18.87 | 19.44 | 19.77 | 20.34 | 20.91 | 20.93 | 21.47 |
| 2 | B | 12.86 | 13.16 | 13.59 | 13.95 | 14.11 | 14.52 | 14.94 | 15.35 | 15.77 | 16.18 |
| | O | 19.29 | 19.74 | 20.39 | 20.93 | 21.17 | 21.78 | 22.41 | 23.03 | 23.66 | 24.27 |
| 3 | B | 16.84 | 17.30 | 17.77 | 18.24 | 18.71 | 19.17 | 19.64 | 20.11 | 20.58 | 21.05 |
| | O | 25.26 | 25.95 | 26.66 | 27.36 | 28.07 | 28.76 | 29.46 | 30.17 | 30.87 | 31.58 |
| 4 | B | 18.90 | 19.42 | 19.95 | 20.47 | 21.00 | 21.52 | 22.05 | 22.57 | 23.10 | 23.62 |
| | O | 28.35 | 29.13 | 29.93 | 30.71 | 31.50 | 32.28 | 33.08 | 33.86 | 34.65 | 35.43 |
| 5 | B | 21.73 | 22.32 | 22.91 | 23.49 | 24.08 | 24.67 | 25.25 | 25.84 | 26.43 | 27.02 |
| | O | 32.60 | 33.48 | 34.37 | 35.24 | 36.12 | 37.01 | 37.88 | 38.76 | 39.65 | 40.53 |
| 6 | B | 22.92 | 23.57 | 24.23 | 24.88 | 25.54 | 26.19 | 26.85 | 27.50 | 28.16 | 28.81 |
| | O | 34.38 | 35.36 | 36.35 | 37.32 | 38.31 | 39.29 | 40.28 | 41.25 | 42.24 | 43.22 |
| 7 | B | 24.74 | 25.47 | 26.19 | 26.92 | 27.65 | 28.38 | 29.10 | 29.83 | 30.56 | 31.29 |
| | O | 37.11 | 38.21 | 39.29 | 40.38 | 41.48 | 42.57 | 43.65 | 44.75 | 45.77 | 45.77 |
| 8 | B | 25.78 | 26.59 | 27.40 | 28.20 | 29.01 | 29.81 | 30.62 | 31.42 | 32.23 | 33.04 |
| | O | 38.67 | 39.89 | 41.10 | 42.30 | 43.52 | 44.72 | 45.92 | 45.77 | 45.77 | 45.77 |
| 9 | B | 27.59 | 28.48 | 29.37 | 30.26 | 31.15 | 32.04 | 32.93 | 33.82 | 34.71 | 35.60 |
| | O | 41.39 | 42.72 | 44.06 | 45.39 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 |
| 10 | B | 30.38 | 31.36 | 32.34 | 33.32 | 34.30 | 35.28 | 36.26 | 37.24 | 38.22 | 39.20 |
| | O | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 |
| 11 | B | 32.30 | 33.38 | 34.46 | 35.53 | 36.61 | 37.69 | 38.77 | 39.84 | 40.92 | 42.00 |
| | O | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 |
| 12 | B | 38.72 | 40.01 | 41.30 | 42.59 | 43.88 | 45.17 | 46.46 | 47.75 | 49.05 | 50.34 |
| | O | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 45.57 | 46.46 | 47.75 | 49.05 | 50.34 |
| 13 | B | 46.04 | 47.58 | 49.11 | 50.65 | 52.18 | 53.71 | 55.25 | 56.78 | 58.32 | 59.85 |
| | O | 46.04 | 47.58 | 49.11 | 50.65 | 52.18 | 53.71 | 55.25 | 56.78 | 58.32 | 59.85 |
| 14 | B | 54.41 | 56.22 | 58.03 | 59.85 | 61.66 | 63.48 | 65.29 | 67.10 | 68.92 | 70.73 |
| | O | 54.41 | 56.22 | 58.03 | 59.85 | 61.66 | 63.48 | 65.29 | 67.10 | 68.92 | 70.73 |
| 15 | B | 64.00 | 66.13 | 68.26 | 70.40 | 72.53 | 74.66 | 76.80 | 78.93 | 79.78 | 79.78 |
| | O | 64.00 | 66.13 | 68.26 | 70.40 | 72.53 | 74.66 | 76.80 | 78.93 | 79.78 | 79.78 |

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

NOTE: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>