

**SALARY TABLE 2019-PHL**  
**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,867	\$ 24,667	\$ 25,461	\$ 26,249	\$ 27,043	\$ 27,507	\$ 28,291	\$ 29,083	\$ 29,115	\$ 29,855
2	26,836	27,475	28,363	29,115	29,442	30,308	31,173	32,039	32,905	33,771
3	29,280	30,256	31,232	32,208	33,184	34,161	35,137	36,113	37,089	38,065
4	32,870	33,965	35,060	36,155	37,250	38,346	39,441	40,536	41,631	42,726
5	36,776	38,001	39,226	40,452	41,677	42,903	44,128	45,354	46,579	47,804
6	40,993	42,360	43,727	45,094	46,461	47,828	49,195	50,562	51,929	53,296
7	45,554	47,073	48,591	50,110	51,629	53,147	54,666	56,185	57,703	59,222
8	50,450	52,131	53,813	55,494	57,176	58,857	60,539	62,220	63,902	65,583
9	55,722	57,579	59,436	61,293	63,150	65,007	66,864	68,721	70,578	72,435
10	61,363	63,408	65,453	67,498	69,543	71,588	73,633	75,677	77,722	79,767
11	67,418	69,666	71,913	74,161	76,409	78,657	80,905	83,153	85,401	87,649
12	80,806	83,500	86,194	88,888	91,582	94,276	96,970	99,664	102,358	105,052
13	96,089	99,291	102,494	105,697	108,899	112,102	115,305	118,507	121,710	124,913
14	113,548	117,333	121,119	124,904	128,689	132,475	136,260	140,045	143,831	147,616
15	133,564	138,015	142,467	146,919	151,371	155,823	160,275	164,727	166,500 *	166,500 *

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

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/>