

SALARY TABLE 2020-PHL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.04%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
TOTAL INCREASE: 3.21%
EFFECTIVE JANUARY 2020

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	\$ 24,632	\$ 25,458	\$ 26,277	\$ 27,091	\$ 27,910	\$ 28,389	\$ 29,198	\$ 30,015	\$ 30,048	\$ 30,814
2	27,696	28,355	29,273	30,048	30,386	31,279	32,173	33,067	33,960	34,854
3	36,262	37,269	38,276	39,283	40,290	41,297	42,304	43,311	44,318	45,325
4	40,707	41,838	42,968	44,099	45,229	46,360	47,491	48,621	49,752	50,882
5	46,813	48,078	49,343	50,609	51,874	53,140	54,405	55,671	56,936	58,201
6	49,360	50,770	52,181	53,591	55,001	56,412	57,822	59,232	60,643	62,053
7	53,281	54,848	56,414	57,981	59,548	61,114	62,681	64,248	65,814	67,381
8	55,538	57,274	59,009	60,745	62,481	64,216	65,952	67,687	69,423	71,158
9	59,425	61,342	63,259	65,177	67,094	69,011	70,928	72,845	74,762	76,679
10	65,441	67,552	69,664	71,775	73,886	75,997	78,108	80,219	82,331	84,442
11	69,579	71,898	74,217	76,537	78,856	81,175	83,494	85,813	88,132	90,451
12	83,397	86,177	88,958	91,738	94,519	97,299	100,080	102,860	105,640	108,421
13	99,170	102,476	105,782	109,088	112,394	115,700	119,006	122,312	125,618	128,924
14	117,188	121,094	125,000	128,906	132,812	136,718	140,624	144,530	148,436	152,342
15	137,845	142,440	147,036	151,631	156,227	160,822	165,417	170,013	170,800 *	170,800 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>