

**Salary Table 2024-PHL**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 28.55%**  
**For the Locality Pay Area of Philadelphia-Reading-Camden, PA-NJ-DE-MD**  
**Total Increase: 5.28%**  
**Effective January 2024**

*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	\$ 13.54	\$ 14.00	\$ 14.45	\$ 14.90	\$ 15.34	\$ 15.61	\$ 16.05	\$ 16.50	\$ 16.52	\$ 16.94
	O	20.31	21.00	21.68	22.35	23.01	23.42	24.08	24.75	24.78	25.41
2	B	15.23	15.59	16.09	16.52	16.71	17.20	17.69	18.18	18.67	19.16
	O	22.85	23.39	24.14	24.78	25.07	25.80	26.54	27.27	28.01	28.74
3	B	16.62	17.17	17.72	18.28	18.83	19.38	19.94	20.49	21.05	21.60
	O	24.93	25.76	26.58	27.42	28.25	29.07	29.91	30.74	31.58	32.40
4	B	18.65	19.27	19.89	20.52	21.14	21.76	22.38	23.00	23.62	24.24
	O	27.98	28.91	29.84	30.78	31.71	32.64	33.57	34.50	35.43	36.36
5	B	20.87	21.56	22.26	22.95	23.65	24.34	25.04	25.74	26.43	27.13
	O	31.31	32.34	33.39	34.43	35.48	36.51	37.56	38.61	39.65	40.70
6	B	23.26	24.04	24.81	25.59	26.36	27.14	27.91	28.69	29.47	30.24
	O	34.89	36.06	37.22	38.39	39.54	40.71	41.87	43.04	44.21	45.36
7	B	25.85	26.71	27.57	28.43	29.30	30.16	31.02	31.88	32.74	33.60
	O	38.78	40.07	41.36	42.65	43.95	45.24	46.53	47.82	49.11	50.40
8	B	28.63	29.58	30.53	31.49	32.44	33.40	34.35	35.31	36.26	37.21
	O	42.95	44.37	45.80	47.24	48.66	50.10	51.53	52.23	52.23	52.23
9	B	31.62	32.67	33.73	34.78	35.83	36.89	37.94	39.00	40.05	41.10
	O	47.43	49.01	50.60	52.17	52.23	52.23	52.23	52.23	52.23	52.23
10	B	34.82	35.98	37.14	38.30	39.46	40.62	41.78	42.94	44.10	45.26
	O	52.23	52.23	52.23	52.23	52.23	52.23	52.23	52.23	52.23	52.23
11	B	38.26	39.53	40.81	42.08	43.36	44.63	45.91	47.18	48.46	49.73
	O	52.23	52.23	52.23	52.23	52.23	52.23	52.23	52.23	52.23	52.23
12	B	45.85	47.38	48.91	50.44	51.97	53.49	55.02	56.55	58.08	59.61
	O	52.23	52.23	52.23	52.23	52.23	53.49	55.02	56.55	58.08	59.61
13	B	54.52	56.34	58.16	59.98	61.80	63.61	65.43	67.25	69.07	70.88
	O	54.52	56.34	58.16	59.98	61.80	63.61	65.43	67.25	69.07	70.88
14	B	64.43	66.58	68.73	70.87	73.02	75.17	77.32	79.47	81.61	83.76
	O	64.43	66.58	68.73	70.87	73.02	75.17	77.32	79.47	81.61	83.76
15	B	75.79	78.31	80.84	83.37	85.89	88.42	90.94	91.95	91.95	91.95
	O	75.79	78.31	80.84	83.37	85.89	88.42	90.94	91.95	91.95	91.95

\* 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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>