

SALARY TABLE 2016-PHL
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 22.22%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
TOTAL INCREASE: 1.36%
EFFECTIVE JANUARY 2016

Hourly Basic (B) Rates by Grade and Step
Hourly Overtime (O) Rates 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 | \$ 10.74 | \$ 11.10 | \$ 11.46 | \$ 11.81 | \$ 12.17 | \$ 12.38 | \$ 12.73 | \$ 13.09 | \$ 13.10 | \$ 13.43 |
| | O | 16.11 | 16.65 | 17.19 | 17.72 | 18.26 | 18.57 | 19.10 | 19.64 | 19.65 | 20.15 |
| 2 | B | 12.08 | 12.37 | 12.76 | 13.10 | 13.25 | 13.64 | 14.03 | 14.42 | 14.81 | 15.20 |
| | O | 18.12 | 18.56 | 19.14 | 19.65 | 19.88 | 20.46 | 21.05 | 21.63 | 22.22 | 22.80 |
| 3 | B | 13.18 | 13.62 | 14.06 | 14.50 | 14.93 | 15.37 | 15.81 | 16.25 | 16.69 | 17.13 |
| | O | 19.77 | 20.43 | 21.09 | 21.75 | 22.40 | 23.06 | 23.72 | 24.38 | 25.04 | 25.70 |
| 4 | B | 14.79 | 15.29 | 15.78 | 16.27 | 16.77 | 17.26 | 17.75 | 18.25 | 18.74 | 19.23 |
| | O | 22.19 | 22.94 | 23.67 | 24.41 | 25.16 | 25.89 | 26.63 | 27.38 | 28.11 | 28.85 |
| 5 | B | 16.55 | 17.10 | 17.65 | 18.21 | 18.76 | 19.31 | 19.86 | 20.41 | 20.96 | 21.52 |
| | O | 24.83 | 25.65 | 26.48 | 27.32 | 28.14 | 28.97 | 29.79 | 30.62 | 31.44 | 32.28 |
| 6 | B | 18.45 | 19.06 | 19.68 | 20.29 | 20.91 | 21.52 | 22.14 | 22.75 | 23.37 | 23.98 |
| | O | 27.68 | 28.59 | 29.52 | 30.44 | 31.37 | 32.28 | 33.21 | 34.13 | 35.06 | 35.97 |
| 7 | B | 20.50 | 21.19 | 21.87 | 22.55 | 23.24 | 23.92 | 24.60 | 25.29 | 25.97 | 26.65 |
| | O | 30.75 | 31.79 | 32.81 | 33.83 | 34.86 | 35.88 | 36.90 | 37.94 | 38.96 | 39.98 |
| 8 | B | 22.71 | 23.46 | 24.22 | 24.98 | 25.73 | 26.49 | 27.24 | 28.00 | 28.76 | 29.52 |
| | O | 34.07 | 35.19 | 36.33 | 37.47 | 38.60 | 39.74 | 40.86 | 41.43 | 41.43 | 41.43 |
| 9 | B | 25.08 | 25.91 | 26.75 | 27.59 | 28.42 | 29.26 | 30.09 | 30.93 | 31.76 | 32.60 |
| | O | 37.62 | 38.87 | 40.13 | 41.39 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 |
| 10 | B | 27.62 | 28.54 | 29.46 | 30.38 | 31.30 | 32.22 | 33.14 | 34.06 | 34.98 | 35.90 |
| | O | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 |
| 11 | B | 30.34 | 31.35 | 32.36 | 33.38 | 34.39 | 35.40 | 36.41 | 37.42 | 38.43 | 39.44 |
| | O | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 |
| 12 | B | 36.37 | 37.58 | 38.79 | 40.00 | 41.22 | 42.43 | 43.64 | 44.85 | 46.07 | 47.28 |
| | O | 41.43 | 41.43 | 41.43 | 41.43 | 41.43 | 42.43 | 43.64 | 44.85 | 46.07 | 47.28 |
| 13 | B | 43.25 | 44.69 | 46.13 | 47.57 | 49.01 | 50.46 | 51.90 | 53.34 | 54.78 | 56.22 |
| | O | 43.25 | 44.69 | 46.13 | 47.57 | 49.01 | 50.46 | 51.90 | 53.34 | 54.78 | 56.22 |
| 14 | B | 51.10 | 52.81 | 54.51 | 56.21 | 57.92 | 59.62 | 61.32 | 63.03 | 64.73 | 66.44 |
| | O | 51.10 | 52.81 | 54.51 | 56.21 | 57.92 | 59.62 | 61.32 | 63.03 | 64.73 | 66.44 |
| 15 | B | 60.11 | 62.12 | 64.12 | 66.12 | 68.13 | 70.13 | 72.14 | 74.14 | 76.14 | 76.81 |
| | O | 60.11 | 62.12 | 64.12 | 66.12 | 68.13 | 70.13 | 72.14 | 74.14 | 76.14 | 76.81 |

* 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 2016 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2016/locality-pay-area-definitions/>