

**SALARY TABLE 2018-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 24.59%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD**  
**TOTAL INCREASE: 1.99%**  
**EFFECTIVE JANUARY 2018**

*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	\$ 11.21	\$ 11.59	\$ 11.96	\$ 12.33	\$ 12.71	\$ 12.92	\$ 13.29	\$ 13.67	\$ 13.68	\$ 14.03
	O	16.82	17.39	17.94	18.50	19.07	19.38	19.94	20.51	20.52	21.05
2	B	12.61	12.91	13.33	13.68	13.84	14.24	14.65	15.06	15.46	15.87
	O	18.92	19.37	20.00	20.52	20.76	21.36	21.98	22.59	23.19	23.81
3	B	16.51	16.97	17.43	17.88	18.34	18.80	19.26	19.72	20.18	20.63
	O	24.77	25.46	26.15	26.82	27.51	28.20	28.89	29.58	30.27	30.95
4	B	18.53	19.05	19.56	20.08	20.59	21.10	21.62	22.13	22.65	23.16
	O	27.80	28.58	29.34	30.12	30.89	31.65	32.43	33.20	33.98	34.74
5	B	21.31	21.89	22.46	23.04	23.62	24.19	24.77	25.34	25.92	26.50
	O	31.97	32.84	33.69	34.56	35.43	36.29	37.16	38.01	38.88	39.75
6	B	22.47	23.11	23.75	24.39	25.04	25.68	26.32	26.96	27.60	28.25
	O	33.71	34.67	35.63	36.59	37.56	38.52	39.48	40.44	41.40	42.38
7	B	24.26	24.97	25.68	26.40	27.11	27.82	28.54	29.25	29.97	30.68
	O	36.39	37.46	38.52	39.60	40.67	41.73	42.81	43.88	44.69	44.69
8	B	25.29	26.08	26.87	27.66	28.45	29.24	30.03	30.82	31.61	32.40
	O	37.94	39.12	40.31	41.49	42.68	43.86	44.69	44.69	44.69	44.69
9	B	27.05	27.93	28.80	29.67	30.55	31.42	32.29	33.16	34.04	34.91
	O	40.58	41.90	43.20	44.51	44.69	44.69	44.69	44.69	44.69	44.69
10	B	29.79	30.75	31.72	32.68	33.64	34.60	35.56	36.52	37.48	38.44
	O	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69
11	B	31.68	32.73	33.79	34.85	35.90	36.96	38.01	39.07	40.13	41.18
	O	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69	44.69
12	B	37.97	39.23	40.50	41.76	43.03	44.30	45.56	46.83	48.09	49.36
	O	44.69	44.69	44.69	44.69	44.69	44.69	45.56	46.83	48.09	49.36
13	B	45.15	46.65	48.16	49.66	51.17	52.67	54.18	55.68	57.19	58.69
	O	45.15	46.65	48.16	49.66	51.17	52.67	54.18	55.68	57.19	58.69
14	B	53.35	55.13	56.91	58.69	60.47	62.24	64.02	65.80	67.58	69.36
	O	53.35	55.13	56.91	58.69	60.47	62.24	64.02	65.80	67.58	69.36
15	B	62.76	64.85	66.94	69.03	71.12	73.22	75.31	77.40	78.68	78.68
	O	62.76	64.85	66.94	69.03	71.12	73.22	75.31	77.40	78.68	78.68

\* 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 2018 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>