

Salary Table 2025-PHL (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 28.99%
For the Locality Pay Area of Philadelphia-Reading-Camden, PA-NJ-DE-MD
Total Increase: 2.05%
Effective January 2025

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	\$ 28,842	\$ 29,810	\$ 30,768	\$ 31,724	\$ 32,681	\$ 33,241	\$ 34,190	\$ 35,146	\$ 35,185	\$ 36,079
2	32,431	33,202	34,277	35,185	35,579	36,625	37,672	38,718	39,764	40,810
3	42,461	43,640	44,819	45,998	47,177	48,356	49,535	50,714	51,893	53,072
4	47,671	48,996	50,320	51,645	52,970	54,294	55,619	56,944	58,269	59,593
5	54,808	56,289	57,769	59,250	60,731	62,212	63,693	65,173	66,654	68,135
6	57,797	59,448	61,099	62,750	64,401	66,052	67,703	69,354	71,005	72,656
7	62,394	64,229	66,065	67,900	69,736	71,571	73,407	75,242	77,078	78,914
8	65,033	67,066	69,099	71,132	73,164	75,197	77,230	79,263	81,296	83,329
9	69,584	71,828	74,073	76,317	78,561	80,806	83,050	85,295	87,539	89,783
10	76,627	79,098	81,569	84,041	86,512	88,984	91,455	93,927	96,398	98,870
11	81,474	84,189	86,904	89,620	92,335	95,050	97,765	100,481	103,196	105,911
12	97,653	100,909	104,165	107,420	110,676	113,932	117,187	120,443	123,699	126,955
13	116,123	119,994	123,865	127,736	131,607	135,478	139,349	143,220	147,091	150,962
14	137,222	141,796	146,370	150,944	155,518	160,092	164,666	169,240	173,814	178,388
15	161,409	166,789	172,169	177,550	182,930	188,310	193,690	195,200 *	195,200 *	195,200 *

* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>