

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/>