

**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**

*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	\$ 22,419	\$ 23,168	\$ 23,914	\$ 24,655	\$ 25,401	\$ 25,837	\$ 26,574	\$ 27,317	\$ 27,347	\$ 28,038
2	25,205	25,806	26,640	27,347	27,657	28,471	29,285	30,099	30,913	31,727
3	27,502	28,419	29,335	30,252	31,169	32,085	33,002	33,918	34,835	35,752
4	30,874	31,903	32,932	33,961	34,990	36,019	37,049	38,078	39,107	40,136
5	34,542	35,693	36,844	37,996	39,147	40,298	41,450	42,601	43,752	44,904
6	38,504	39,787	41,071	42,354	43,637	44,921	46,204	47,487	48,771	50,054
7	42,788	44,214	45,641	47,067	48,493	49,920	51,346	52,772	54,198	55,625
8	47,386	48,965	50,544	52,123	53,702	55,281	56,860	58,439	60,019	61,598
9	52,338	54,082	55,826	57,571	59,315	61,059	62,803	64,547	66,291	68,035
10	57,637	59,558	61,479	63,400	65,322	67,243	69,164	71,086	73,007	74,928
11	63,323	65,434	67,545	69,656	71,766	73,877	75,988	78,099	80,209	82,320
12	75,900	78,430	80,960	83,490	86,020	88,550	91,080	93,610	96,139	98,669
13	90,255	93,264	96,273	99,282	102,291	105,300	108,309	111,318	114,327	117,336
14	106,653	110,208	113,764	117,319	120,874	124,430	127,985	131,540	135,096	138,651
15	125,454	129,636	133,819	138,001	142,183	146,366	150,548	154,731	158,913	160,300 *

\* 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/>