

**SALARY TABLE 2019-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 25.30%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD**  
**TOTAL INCREASE: 1.98%**  
**EFFECTIVE JANUARY 2019**

*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	\$ 23,867	\$ 24,667	\$ 25,461	\$ 26,249	\$ 27,043	\$ 27,507	\$ 28,291	\$ 29,083	\$ 29,115	\$ 29,855
2	26,836	27,475	28,363	29,115	29,442	30,308	31,173	32,039	32,905	33,771
3	35,137	36,113	37,089	38,065	39,041	40,017	40,993	41,969	42,945	43,921
4	39,441	40,536	41,631	42,726	43,821	44,916	46,011	47,107	48,202	49,297
5	45,354	46,579	47,804	49,030	50,255	51,481	52,706	53,932	55,157	56,382
6	47,828	49,195	50,562	51,929	53,296	54,663	56,030	57,397	58,764	60,131
7	51,629	53,147	54,666	56,185	57,703	59,222	60,740	62,259	63,778	65,296
8	53,813	55,494	57,176	58,857	60,539	62,220	63,902	65,583	67,265	68,946
9	57,579	59,436	61,293	63,150	65,007	66,864	68,721	70,578	72,435	74,292
10	63,408	65,453	67,498	69,543	71,588	73,633	75,677	77,722	79,767	81,812
11	67,418	69,666	71,913	74,161	76,409	78,657	80,905	83,153	85,401	87,649
12	80,806	83,500	86,194	88,888	91,582	94,276	96,970	99,664	102,358	105,052
13	96,089	99,291	102,494	105,697	108,899	112,102	115,305	118,507	121,710	124,913
14	113,548	117,333	121,119	124,904	128,689	132,475	136,260	140,045	143,831	147,616
15	133,564	138,015	142,467	146,919	151,371	155,823	160,275	164,727	166,500 *	166,500 *

\* 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 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>