

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

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	\$ 11.44	\$ 11.82	\$ 12.20	\$ 12.58	\$ 12.96	\$ 13.18	\$ 13.56	\$ 13.94	\$ 13.95	\$ 14.31
	O	17.16	17.73	18.30	18.87	19.44	19.77	20.34	20.91	20.93	21.47
2	B	12.86	13.16	13.59	13.95	14.11	14.52	14.94	15.35	15.77	16.18
	O	19.29	19.74	20.39	20.93	21.17	21.78	22.41	23.03	23.66	24.27
3	B	16.84	17.30	17.77	18.24	18.71	19.17	19.64	20.11	20.58	21.05
	O	25.26	25.95	26.66	27.36	28.07	28.76	29.46	30.17	30.87	31.58
4	B	18.90	19.42	19.95	20.47	21.00	21.52	22.05	22.57	23.10	23.62
	O	28.35	29.13	29.93	30.71	31.50	32.28	33.08	33.86	34.65	35.43
5	B	21.73	22.32	22.91	23.49	24.08	24.67	25.25	25.84	26.43	27.02
	O	32.60	33.48	34.37	35.24	36.12	37.01	37.88	38.76	39.65	40.53
6	B	22.92	23.57	24.23	24.88	25.54	26.19	26.85	27.50	28.16	28.81
	O	34.38	35.36	36.35	37.32	38.31	39.29	40.28	41.25	42.24	43.22
7	B	24.74	25.47	26.19	26.92	27.65	28.38	29.10	29.83	30.56	31.29
	O	37.11	38.21	39.29	40.38	41.48	42.57	43.65	44.75	45.77	45.77
8	B	25.78	26.59	27.40	28.20	29.01	29.81	30.62	31.42	32.23	33.04
	O	38.67	39.89	41.10	42.30	43.52	44.72	45.92	45.92	45.92	45.92
9	B	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71	35.60
	O	41.39	42.72	44.06	45.39	45.57	45.57	45.57	45.57	45.57	45.57
10	B	30.38	31.36	32.34	33.32	34.30	35.28	36.26	37.24	38.22	39.20
	O	45.57	45.57	45.57	45.57	45.57	45.57	45.57	45.57	45.57	45.57
11	B	32.30	33.38	34.46	35.53	36.61	37.69	38.77	39.84	40.92	42.00
	O	45.57	45.57	45.57	45.57	45.57	45.57	45.57	45.57	45.57	45.57
12	B	38.72	40.01	41.30	42.59	43.88	45.17	46.46	47.75	49.05	50.34
	O	45.57	45.57	45.57	45.57	45.57	45.57	46.46	47.75	49.05	50.34
13	B	46.04	47.58	49.11	50.65	52.18	53.71	55.25	56.78	58.32	59.85
	O	46.04	47.58	49.11	50.65	52.18	53.71	55.25	56.78	58.32	59.85
14	B	54.41	56.22	58.03	59.85	61.66	63.48	65.29	67.10	68.92	70.73
	O	54.41	56.22	58.03	59.85	61.66	63.48	65.29	67.10	68.92	70.73
15	B	64.00	66.13	68.26	70.40	72.53	74.66	76.80	78.93	79.78	79.78
	O	64.00	66.13	68.26	70.40	72.53	74.66	76.80	78.93	79.78	79.78

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