

**SALARY TABLE 2019-PHL  
 INCORPORATING A LOCALITY PAYMENT OF 24.59%  
 FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD  
 APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019  
 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	\$ 23,404	\$ 24,188	\$ 24,967	\$ 25,740	\$ 26,519	\$ 26,974	\$ 27,742	\$ 28,520	\$ 28,550	\$ 29,281
2	26,315	26,941	27,812	28,550	28,874	29,723	30,573	31,423	32,273	33,122
3	28,712	29,669	30,625	31,582	32,539	33,496	34,453	35,410	36,367	37,323
4	32,233	33,307	34,381	35,455	36,529	37,603	38,676	39,750	40,824	41,898
5	36,063	37,265	38,467	39,669	40,872	42,074	43,276	44,479	45,681	46,883
6	40,198	41,537	42,876	44,216	45,555	46,894	48,234	49,573	50,912	52,252
7	44,670	46,159	47,648	49,137	50,626	52,115	53,604	55,092	56,581	58,070
8	49,471	51,121	52,770	54,420	56,069	57,719	59,368	61,018	62,668	64,317
9	54,641	56,463	58,284	60,106	61,927	63,749	65,570	67,392	69,213	71,035
10	60,173	62,179	64,185	66,191	68,197	70,203	72,209	74,215	76,220	78,226
11	66,110	68,314	70,518	72,722	74,926	77,130	79,334	81,538	83,742	85,946
12	79,239	81,881	84,522	87,163	89,804	92,446	95,087	97,728	100,370	103,011
13	94,225	97,366	100,507	103,648	106,789	109,929	113,070	116,211	119,352	122,493
14	111,346	115,058	118,769	122,481	126,192	129,904	133,615	137,327	141,038	144,750
15	130,973	135,338	139,704	144,070	148,435	152,801	157,167	161,532	164,200 *	164,200 *

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