

**SALARY TABLE 2019-PHL**  
**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	14.03	14.50	14.97	15.43	15.90	16.37	16.84	17.30	17.77	18.24
	O	21.05	21.75	22.46	23.15	23.85	24.56	25.26	25.95	26.66	27.36
4	B	15.75	16.27	16.80	17.32	17.85	18.37	18.90	19.42	19.95	20.47
	O	23.63	24.41	25.20	25.98	26.78	27.56	28.35	29.13	29.93	30.71
5	B	17.62	18.21	18.80	19.38	19.97	20.56	21.14	21.73	22.32	22.91
	O	26.43	27.32	28.20	29.07	29.96	30.84	31.71	32.60	33.48	34.37
6	B	19.64	20.30	20.95	21.61	22.26	22.92	23.57	24.23	24.88	25.54
	O	29.46	30.45	31.43	32.42	33.39	34.38	35.36	36.35	37.32	38.31
7	B	21.83	22.56	23.28	24.01	24.74	25.47	26.19	26.92	27.65	28.38
	O	32.75	33.84	34.92	36.02	37.11	38.21	39.29	40.38	41.48	42.57
8	B	24.17	24.98	25.78	26.59	27.40	28.20	29.01	29.81	30.62	31.42
	O	36.26	37.47	38.67	39.89	41.10	42.30	43.52	44.10	44.10	44.10
9	B	26.70	27.59	28.48	29.37	30.26	31.15	32.04	32.93	33.82	34.71
	O	40.05	41.39	42.72	44.06	44.10	44.10	44.10	44.10	44.10	44.10
10	B	29.40	30.38	31.36	32.34	33.32	34.30	35.28	36.26	37.24	38.22
	O	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10
11	B	32.30	33.38	34.46	35.53	36.61	37.69	38.77	39.84	40.92	42.00
	O	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10	44.10
12	B	38.72	40.01	41.30	42.59	43.88	45.17	46.46	47.75	49.05	50.34
	O	44.10	44.10	44.10	44.10	44.10	45.17	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)).

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/>