

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

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	\$ 11.21	\$ 11.59	\$ 11.96	\$ 12.33	\$ 12.71	\$ 12.92	\$ 13.29	\$ 13.67	\$ 13.68	\$ 14.03
	O	16.82	17.39	17.94	18.50	19.07	19.38	19.94	20.51	20.52	21.05
2	B	12.61	12.91	13.33	13.68	13.84	14.24	14.65	15.06	15.46	15.87
	O	18.92	19.37	20.00	20.52	20.76	21.36	21.98	22.59	23.19	23.81
3	B	13.76	14.22	14.67	15.13	15.59	16.05	16.51	16.97	17.43	17.88
	O	20.64	21.33	22.01	22.70	23.39	24.08	24.77	25.46	26.15	26.82
4	B	15.44	15.96	16.47	16.99	17.50	18.02	18.53	19.05	19.56	20.08
	O	23.16	23.94	24.71	25.49	26.25	27.03	27.80	28.58	29.34	30.12
5	B	17.28	17.86	18.43	19.01	19.58	20.16	20.74	21.31	21.89	22.46
	O	25.92	26.79	27.65	28.52	29.37	30.24	31.11	31.97	32.84	33.69
6	B	19.26	19.90	20.54	21.19	21.83	22.47	23.11	23.75	24.39	25.04
	O	28.89	29.85	30.81	31.79	32.75	33.71	34.67	35.63	36.59	37.56
7	B	21.40	22.12	22.83	23.54	24.26	24.97	25.68	26.40	27.11	27.82
	O	32.10	33.18	34.25	35.31	36.39	37.46	38.52	39.60	40.67	41.73
8	B	23.70	24.49	25.29	26.08	26.87	27.66	28.45	29.24	30.03	30.82
	O	35.55	36.74	37.94	39.12	40.31	41.49	42.68	43.25	43.25	43.25
9	B	26.18	27.05	27.93	28.80	29.67	30.55	31.42	32.29	33.16	34.04
	O	39.27	40.58	41.90	43.20	43.25	43.25	43.25	43.25	43.25	43.25
10	B	28.83	29.79	30.75	31.72	32.68	33.64	34.60	35.56	36.52	37.48
	O	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25
11	B	31.68	32.73	33.79	34.85	35.90	36.96	38.01	39.07	40.13	41.18
	O	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25	43.25
12	B	37.97	39.23	40.50	41.76	43.03	44.30	45.56	46.83	48.09	49.36
	O	43.25	43.25	43.25	43.25	43.25	44.30	45.56	46.83	48.09	49.36
13	B	45.15	46.65	48.16	49.66	51.17	52.67	54.18	55.68	57.19	58.69
	O	45.15	46.65	48.16	49.66	51.17	52.67	54.18	55.68	57.19	58.69
14	B	53.35	55.13	56.91	58.69	60.47	62.24	64.02	65.80	67.58	69.36
	O	53.35	55.13	56.91	58.69	60.47	62.24	64.02	65.80	67.58	69.36
15	B	62.76	64.85	66.94	69.03	71.12	73.22	75.31	77.40	78.68	78.68
	O	62.76	64.85	66.94	69.03	71.12	73.22	75.31	77.40	78.68	78.68

* 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/>