

**SALARY TABLE 2020-PHL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.04%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD**  
**TOTAL INCREASE: 3.21%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 11.80	\$ 12.20	\$ 12.59	\$ 12.98	\$ 13.37	\$ 13.60	\$ 13.99	\$ 14.38	\$ 14.40	\$ 14.76
	O	17.70	18.30	18.89	19.47	20.06	20.40	20.99	21.57	21.60	22.14
2	B	13.27	13.59	14.03	14.40	14.56	14.99	15.42	15.84	16.27	16.70
	O	19.91	20.39	21.05	21.60	21.84	22.49	23.13	23.76	24.41	25.05
3	B	17.38	17.86	18.34	18.82	19.31	19.79	20.27	20.75	21.24	21.72
	O	26.07	26.79	27.51	28.23	28.97	29.69	30.41	31.13	31.86	32.58
4	B	19.51	20.05	20.59	21.13	21.67	22.21	22.76	23.30	23.84	24.38
	O	29.27	30.08	30.89	31.70	32.51	33.32	34.14	34.95	35.76	36.57
5	B	22.43	23.04	23.64	24.25	24.86	25.46	26.07	26.68	27.28	27.89
	O	33.65	34.56	35.46	36.38	37.29	38.19	39.11	40.02	40.92	41.84
6	B	23.65	24.33	25.00	25.68	26.35	27.03	27.71	28.38	29.06	29.73
	O	35.48	36.50	37.50	38.52	39.53	40.55	41.57	42.57	43.59	44.60
7	B	25.53	26.28	27.03	27.78	28.53	29.28	30.03	30.78	31.54	32.29
	O	38.30	39.42	40.55	41.67	42.80	43.92	45.05	46.17	47.04	47.04
8	B	26.61	27.44	28.27	29.11	29.94	30.77	31.60	32.43	33.26	34.10
	O	39.92	41.16	42.41	43.67	44.91	46.16	47.04	47.04	47.04	47.04
9	B	28.47	29.39	30.31	31.23	32.15	33.07	33.99	34.90	35.82	36.74
	O	42.71	44.09	45.47	46.85	47.04	47.04	47.04	47.04	47.04	47.04
10	B	31.36	32.37	33.38	34.39	35.40	36.41	37.43	38.44	39.45	40.46
	O	47.04	47.04	47.04	47.04	47.04	47.04	47.04	47.04	47.04	47.04
11	B	33.34	34.45	35.56	36.67	37.78	38.90	40.01	41.12	42.23	43.34
	O	47.04	47.04	47.04	47.04	47.04	47.04	47.04	47.04	47.04	47.04
12	B	39.96	41.29	42.62	43.96	45.29	46.62	47.95	49.29	50.62	51.95
	O	47.04	47.04	47.04	47.04	47.04	47.04	47.95	49.29	50.62	51.95
13	B	47.52	49.10	50.69	52.27	53.85	55.44	57.02	58.61	60.19	61.77
	O	47.52	49.10	50.69	52.27	53.85	55.44	57.02	58.61	60.19	61.77
14	B	56.15	58.02	59.89	61.77	63.64	65.51	67.38	69.25	71.12	73.00
	O	56.15	58.02	59.89	61.77	63.64	65.51	67.38	69.25	71.12	73.00
15	B	66.05	68.25	70.45	72.66	74.86	77.06	79.26	81.46	81.84	81.84
	O	66.05	68.25	70.45	72.66	74.86	77.06	79.26	81.46	81.84	81.84

\* 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 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>