

**SALARY TABLE 2020-PHL**  
**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	14.48	14.96	15.44	15.93	16.41	16.89	17.38	17.86	18.34	18.82
	O	21.72	22.44	23.16	23.90	24.62	25.34	26.07	26.79	27.51	28.23
4	B	16.25	16.80	17.34	17.88	18.42	18.96	19.51	20.05	20.59	21.13
	O	24.38	25.20	26.01	26.82	27.63	28.44	29.27	30.08	30.89	31.70
5	B	18.19	18.79	19.40	20.01	20.61	21.22	21.82	22.43	23.04	23.64
	O	27.29	28.19	29.10	30.02	30.92	31.83	32.73	33.65	34.56	35.46
6	B	20.27	20.95	21.62	22.30	22.98	23.65	24.33	25.00	25.68	26.35
	O	30.41	31.43	32.43	33.45	34.47	35.48	36.50	37.50	38.52	39.53
7	B	22.53	23.28	24.03	24.78	25.53	26.28	27.03	27.78	28.53	29.28
	O	33.80	34.92	36.05	37.17	38.30	39.42	40.55	41.67	42.80	43.92
8	B	24.95	25.78	26.61	27.44	28.27	29.11	29.94	30.77	31.60	32.43
	O	37.43	38.67	39.92	41.16	42.41	43.67	44.91	45.51	45.51	45.51
9	B	27.56	28.47	29.39	30.31	31.23	32.15	33.07	33.99	34.90	35.82
	O	41.34	42.71	44.09	45.47	45.51	45.51	45.51	45.51	45.51	45.51
10	B	30.34	31.36	32.37	33.38	34.39	35.40	36.41	37.43	38.44	39.45
	O	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51
11	B	33.34	34.45	35.56	36.67	37.78	38.90	40.01	41.12	42.23	43.34
	O	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51	45.51
12	B	39.96	41.29	42.62	43.96	45.29	46.62	47.95	49.29	50.62	51.95
	O	45.51	45.51	45.51	45.51	45.51	46.62	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)).

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/>