

**SALARY TABLE 2021-PHL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% 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: 1%**  
**EFFECTIVE JANUARY 2021**

*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	\$ 11.92	\$ 12.32	\$ 12.72	\$ 13.11	\$ 13.51	\$ 13.74	\$ 14.13	\$ 14.53	\$ 14.54	\$ 14.91
	O	17.88	18.48	19.08	19.67	20.27	20.61	21.20	21.80	21.81	22.37
2	B	13.40	13.72	14.17	14.54	14.70	15.14	15.57	16.00	16.43	16.87
	O	20.10	20.58	21.26	21.81	22.05	22.71	23.36	24.00	24.65	25.31
3	B	17.55	18.04	18.52	19.01	19.50	19.99	20.47	20.96	21.45	21.94
	O	26.33	27.06	27.78	28.52	29.25	29.99	30.71	31.44	32.18	32.91
4	B	19.70	20.25	20.79	21.34	21.89	22.44	22.98	23.53	24.08	24.62
	O	29.55	30.38	31.19	32.01	32.84	33.66	34.47	35.30	36.12	36.93
5	B	22.65	23.27	23.88	24.49	25.10	25.72	26.33	26.94	27.55	28.17
	O	33.98	34.91	35.82	36.74	37.65	38.58	39.50	40.41	41.33	42.26
6	B	23.89	24.57	25.25	25.93	26.62	27.30	27.98	28.66	29.35	30.03
	O	35.84	36.86	37.88	38.90	39.93	40.95	41.97	42.99	44.03	45.05
7	B	25.79	26.55	27.30	28.06	28.82	29.58	30.34	31.10	31.85	32.61
	O	38.69	39.83	40.95	42.09	43.23	44.37	45.51	46.65	47.51	47.51
8	B	26.88	27.72	28.56	29.40	30.24	31.08	31.92	32.76	33.60	34.44
	O	40.32	41.58	42.84	44.10	45.36	46.62	47.51	47.51	47.51	47.51
9	B	28.76	29.69	30.61	31.54	32.47	33.40	34.32	35.25	36.18	37.11
	O	43.14	44.54	45.92	47.31	47.51	47.51	47.51	47.51	47.51	47.51
10	B	31.67	32.69	33.71	34.74	35.76	36.78	37.80	38.82	39.84	40.87
	O	47.51	47.51	47.51	47.51	47.51	47.51	47.51	47.51	47.51	47.51
11	B	33.67	34.80	35.92	37.04	38.16	39.29	40.41	41.53	42.65	43.78
	O	47.51	47.51	47.51	47.51	47.51	47.51	47.51	47.51	47.51	47.51
12	B	40.36	41.71	43.05	44.40	45.74	47.09	48.43	49.78	51.12	52.47
	O	47.51	47.51	47.51	47.51	47.51	47.51	48.43	49.78	51.12	52.47
13	B	47.99	49.59	51.19	52.79	54.39	55.99	57.59	59.19	60.79	62.39
	O	47.99	49.59	51.19	52.79	54.39	55.99	57.59	59.19	60.79	62.39
14	B	56.71	58.60	60.49	62.38	64.27	66.16	68.06	69.95	71.84	73.73
	O	56.71	58.60	60.49	62.38	64.27	66.16	68.06	69.95	71.84	73.73
15	B	66.71	68.93	71.16	73.38	75.60	77.83	80.05	82.28	82.65	82.65
	O	66.71	68.93	71.16	73.38	75.60	77.83	80.05	82.28	82.65	82.65

\* 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 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>