

**SALARY TABLE 2021-PHL**  
**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 24,878	\$ 25,712	\$ 26,539	\$ 27,362	\$ 28,189	\$ 28,673	\$ 29,491	\$ 30,315	\$ 30,348	\$ 31,119
2	27,973	28,639	29,565	30,348	30,689	31,592	32,494	33,397	34,299	35,202
3	30,522	31,539	32,556	33,573	34,590	35,608	36,625	37,642	38,659	39,676
4	34,263	35,405	36,547	37,688	38,830	39,972	41,114	42,256	43,398	44,540
5	38,334	39,612	40,890	42,168	43,446	44,724	46,002	47,280	48,558	49,836
6	42,731	44,156	45,580	47,004	48,428	49,853	51,277	52,701	54,125	55,550
7	47,484	49,067	50,650	52,233	53,817	55,400	56,983	58,566	60,149	61,732
8	52,588	54,341	56,094	57,847	59,601	61,354	63,107	64,860	66,613	68,367
9	58,083	60,019	61,955	63,891	65,827	67,763	69,699	71,635	73,571	75,507
10	63,963	66,095	68,228	70,361	72,493	74,626	76,758	78,891	81,024	83,156
11	70,275	72,618	74,961	77,304	79,647	81,990	84,333	86,676	89,020	91,363
12	84,231	87,039	89,848	92,656	95,464	98,272	101,080	103,888	106,697	109,505
13	100,161	103,500	106,839	110,178	113,517	116,855	120,194	123,533	126,872	130,211
14	118,360	122,305	126,250	130,196	134,141	138,086	142,031	145,976	149,921	153,866
15	139,224	143,865	148,505	153,146	157,787	162,428	167,069	171,709	172,500 *	172,500 *

\* 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 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>