

SALARY TABLE 2022-PHL (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.2% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.95%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
TOTAL INCREASE: 2.94%
EFFECTIVE JANUARY 2022

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	\$ 12.27	\$ 12.68	\$ 13.09	\$ 13.50	\$ 13.90	\$ 14.14	\$ 14.55	\$ 14.95	\$ 14.97	\$ 15.35
	O	18.41	19.02	19.64	20.25	20.85	21.21	21.83	22.43	22.46	23.03
2	B	13.80	14.13	14.58	14.97	15.14	15.58	16.03	16.47	16.92	17.36
	O	20.70	21.20	21.87	22.46	22.71	23.37	24.05	24.71	25.38	26.04
3	B	18.07	18.57	19.07	19.57	20.07	20.57	21.08	21.58	22.08	22.58
	O	27.11	27.86	28.61	29.36	30.11	30.86	31.62	32.37	33.12	33.87
4	B	20.28	20.84	21.41	21.97	22.53	23.10	23.66	24.22	24.79	25.35
	O	30.42	31.26	32.12	32.96	33.80	34.65	35.49	36.33	37.19	38.03
5	B	23.32	23.95	24.58	25.21	25.84	26.47	27.10	27.73	28.36	28.99
	O	34.98	35.93	36.87	37.82	38.76	39.71	40.65	41.60	42.54	43.49
6	B	24.59	25.29	25.99	26.70	27.40	28.10	28.80	29.51	30.21	30.91
	O	36.89	37.94	38.99	40.05	41.10	42.15	43.20	44.27	45.32	46.37
7	B	26.54	27.32	28.10	28.88	29.66	30.44	31.23	32.01	32.79	33.57
	O	39.81	40.98	42.15	43.32	44.49	45.66	46.85	48.02	48.90	48.90
8	B	27.67	28.53	29.40	30.26	31.12	31.99	32.85	33.72	34.58	35.45
	O	41.51	42.80	44.10	45.39	46.68	47.99	48.90	48.90	48.90	48.90
9	B	29.60	30.56	31.51	32.47	33.42	34.38	35.33	36.29	37.24	38.20
	O	44.40	45.84	47.27	48.71	48.90	48.90	48.90	48.90	48.90	48.90
10	B	32.60	33.65	34.70	35.76	36.81	37.86	38.91	39.96	41.01	42.07
	O	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90
11	B	34.66	35.82	36.97	38.13	39.28	40.44	41.59	42.75	43.90	45.06
	O	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90	48.90
12	B	41.55	42.93	44.32	45.70	47.09	48.47	49.86	51.24	52.63	54.01
	O	48.90	48.90	48.90	48.90	48.90	48.90	49.86	51.24	52.63	54.01
13	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.22
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.22
14	B	58.38	60.33	62.27	64.22	66.16	68.11	70.06	72.00	73.95	75.89
	O	58.38	60.33	62.27	64.22	66.16	68.11	70.06	72.00	73.95	75.89
15	B	68.67	70.96	73.25	75.54	77.83	80.11	82.40	84.48	84.48	84.48
	O	68.67	70.96	73.25	75.54	77.83	80.11	82.40	84.48	84.48	84.48

* 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 2022 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>