

Salary Table 2023-PHL (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 27.84%
For the Locality Pay Area of Philadelphia-Reading-Camden, PA-NJ-DE-MD
Total Increase: 4.83%
Effective January 2023

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 | \$ 12.86 | \$ 13.29 | \$ 13.72 | \$ 14.15 | \$ 14.57 | \$ 14.83 | \$ 15.25 | \$ 15.67 | \$ 15.69 | \$ 16.09 |
| | O | 19.29 | 19.94 | 20.58 | 21.23 | 21.86 | 22.25 | 22.88 | 23.51 | 23.54 | 24.14 |
| 2 | B | 14.46 | 14.81 | 15.29 | 15.69 | 15.87 | 16.34 | 16.80 | 17.27 | 17.74 | 18.20 |
| | O | 21.69 | 22.22 | 22.94 | 23.54 | 23.81 | 24.51 | 25.10 | 25.91 | 26.61 | 27.30 |
| 3 | B | 18.94 | 19.47 | 19.99 | 20.52 | 21.04 | 21.57 | 22.10 | 22.62 | 23.15 | 23.67 |
| | O | 28.41 | 29.21 | 29.99 | 30.78 | 31.56 | 32.36 | 33.15 | 33.93 | 34.73 | 35.51 |
| 4 | B | 21.26 | 21.85 | 22.44 | 23.03 | 23.62 | 24.21 | 24.80 | 25.39 | 25.98 | 26.57 |
| | O | 31.89 | 32.78 | 33.66 | 34.55 | 35.43 | 36.32 | 37.20 | 38.09 | 38.97 | 39.86 |
| 5 | B | 24.45 | 25.11 | 25.77 | 26.43 | 27.09 | 27.75 | 28.41 | 29.07 | 29.73 | 30.40 |
| | O | 36.68 | 37.67 | 38.66 | 39.65 | 40.64 | 41.63 | 42.62 | 43.61 | 44.60 | 45.60 |
| 6 | B | 25.78 | 26.51 | 27.25 | 27.99 | 28.72 | 29.46 | 30.19 | 30.93 | 31.67 | 32.40 |
| | O | 38.67 | 39.77 | 40.88 | 41.99 | 43.08 | 44.19 | 45.29 | 46.40 | 47.51 | 48.60 |
| 7 | B | 27.83 | 28.64 | 29.46 | 30.28 | 31.10 | 31.92 | 32.74 | 33.55 | 34.37 | 35.19 |
| | O | 41.75 | 42.96 | 44.19 | 45.42 | 46.65 | 47.88 | 49.11 | 50.33 | 51.26 | 51.26 |
| 8 | B | 29.00 | 29.91 | 30.82 | 31.72 | 32.63 | 33.54 | 34.44 | 35.35 | 36.26 | 37.16 |
| | O | 43.50 | 44.87 | 46.23 | 47.58 | 48.95 | 50.31 | 51.26 | 51.26 | 51.26 | 51.26 |
| 9 | B | 31.03 | 32.03 | 33.03 | 34.04 | 35.04 | 36.04 | 37.04 | 38.04 | 39.04 | 40.04 |
| | O | 46.55 | 48.05 | 49.55 | 51.06 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 |
| 10 | B | 34.17 | 35.28 | 36.38 | 37.48 | 38.58 | 39.69 | 40.79 | 41.89 | 43.00 | 44.10 |
| | O | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 |
| 11 | B | 36.34 | 37.55 | 38.76 | 39.97 | 41.18 | 42.39 | 43.60 | 44.81 | 46.02 | 47.24 |
| | O | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 |
| 12 | B | 43.55 | 45.00 | 46.46 | 47.91 | 49.36 | 50.81 | 52.26 | 53.71 | 55.17 | 56.62 |
| | O | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 51.26 | 52.26 | 53.71 | 55.17 | 56.62 |
| 13 | B | 51.79 | 53.52 | 55.24 | 56.97 | 58.69 | 60.42 | 62.15 | 63.87 | 65.60 | 67.32 |
| | O | 51.79 | 53.52 | 55.24 | 56.97 | 58.69 | 60.42 | 62.15 | 63.87 | 65.60 | 67.32 |
| 14 | B | 61.20 | 63.24 | 65.28 | 67.32 | 69.36 | 71.40 | 73.44 | 75.48 | 77.52 | 79.56 |
| | O | 61.20 | 63.24 | 65.28 | 67.32 | 69.36 | 71.40 | 73.44 | 75.48 | 77.52 | 79.56 |
| 15 | B | 71.99 | 74.39 | 76.78 | 79.18 | 81.58 | 83.98 | 86.38 | 87.93 | 87.93 | 87.93 |
| | O | 71.99 | 74.39 | 76.78 | 79.18 | 81.58 | 83.98 | 86.38 | 87.93 | 87.93 | 87.93 |

* 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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>