

**Salary Table 2023-PHL**  
**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	25.20	25.91	26.61	27.30
3	B	15.78	16.31	16.83	17.36	17.89	18.41	18.94	19.47	19.99	20.52
	O	23.67	24.47	25.25	26.04	26.84	27.62	28.41	29.21	29.99	30.78
4	B	17.72	18.31	18.90	19.49	20.08	20.67	21.26	21.85	22.44	23.03
	O	26.58	27.47	28.35	29.24	30.12	31.01	31.89	32.78	33.66	34.55
5	B	19.82	20.48	21.14	21.80	22.46	23.13	23.79	24.45	25.11	25.77
	O	29.73	30.72	31.71	32.70	33.69	34.70	35.69	36.68	37.67	38.66
6	B	22.09	22.83	23.57	24.30	25.04	25.78	26.51	27.25	27.99	28.72
	O	33.14	34.25	35.36	36.45	37.56	38.67	39.77	40.88	41.99	43.08
7	B	24.55	25.37	26.19	27.01	27.83	28.64	29.46	30.28	31.10	31.92
	O	36.83	38.06	39.29	40.52	41.75	42.96	44.19	45.42	46.65	47.88
8	B	27.19	28.10	29.00	29.91	30.82	31.72	32.63	33.54	34.44	35.35
	O	40.79	42.15	43.50	44.87	46.23	47.58	48.95	49.61	49.61	49.61
9	B	30.03	31.03	32.03	33.03	34.04	35.04	36.04	37.04	38.04	39.04
	O	45.05	46.55	48.05	49.55	49.61	49.61	49.61	49.61	49.61	49.61
10	B	33.07	34.17	35.28	36.38	37.48	38.58	39.69	40.79	41.89	43.00
	O	49.61	49.61	49.61	49.61	49.61	49.61	49.61	49.61	49.61	49.61
11	B	36.34	37.55	38.76	39.97	41.18	42.39	43.60	44.81	46.02	47.24
	O	49.61	49.61	49.61	49.61	49.61	49.61	49.61	49.61	49.61	49.61
12	B	43.55	45.00	46.46	47.91	49.36	50.81	52.26	53.71	55.17	56.62
	O	49.61	49.61	49.61	49.61	49.61	50.81	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)).

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/>