

**Salary Table 2025-PHL (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 28.99%**  
**For the Locality Pay Area of Philadelphia-Reading-Camden, PA-NJ-DE-MD**  
**Total Increase: 2.05%**  
**Effective January 2025**

*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	\$ 13.82	\$ 14.28	\$ 14.74	\$ 15.20	\$ 15.66	\$ 15.93	\$ 16.38	\$ 16.84	\$ 16.86	\$ 17.29
	O	20.73	21.42	22.11	22.80	23.49	23.90	24.57	25.26	25.29	25.94
2	B	15.54	15.91	16.42	16.86	17.05	17.55	18.05	18.55	19.05	19.55
	O	23.31	23.87	24.63	25.29	25.58	26.33	27.08	27.83	28.58	29.33
3	B	20.35	20.91	21.48	22.04	22.61	23.17	23.74	24.30	24.86	25.43
	O	30.53	31.37	32.22	33.06	33.92	34.76	35.61	36.45	37.29	38.15
4	B	22.84	23.48	24.11	24.75	25.38	26.02	26.65	27.29	27.92	28.55
	O	34.26	35.22	36.17	37.13	38.07	39.03	39.98	40.94	41.88	42.83
5	B	26.26	26.97	27.68	28.39	29.10	29.81	30.52	31.23	31.94	32.65
	O	39.39	40.46	41.52	42.59	43.65	44.72	45.78	46.85	47.91	48.98
6	B	27.69	28.48	29.28	30.07	30.86	31.65	32.44	33.23	34.02	34.81
	O	41.54	42.72	43.92	45.11	46.29	47.48	48.66	49.85	51.03	52.22
7	B	29.90	30.78	31.66	32.53	33.41	34.29	35.17	36.05	36.93	37.81
	O	44.85	46.17	47.49	48.80	50.12	51.44	52.76	54.08	55.08	55.08
8	B	31.16	32.14	33.11	34.08	35.06	36.03	37.01	37.98	38.95	39.93
	O	46.74	48.21	49.67	51.12	52.59	54.05	55.08	55.08	55.08	55.08
9	B	33.34	34.42	35.49	36.57	37.64	38.72	39.79	40.87	41.94	43.02
	O	50.01	51.63	53.24	54.86	55.08	55.08	55.08	55.08	55.08	55.08
10	B	36.72	37.90	39.08	40.27	41.45	42.64	43.82	45.01	46.19	47.37
	O	55.08	55.08	55.08	55.08	55.08	55.08	55.08	55.08	55.08	55.08
11	B	39.04	40.34	41.64	42.94	44.24	45.54	46.84	48.15	49.45	50.75
	O	55.08	55.08	55.08	55.08	55.08	55.08	55.08	55.08	55.08	55.08
12	B	46.79	48.35	49.91	51.47	53.03	54.59	56.15	57.71	59.27	60.83
	O	55.08	55.08	55.08	55.08	55.08	55.08	56.15	57.71	59.27	60.83
13	B	55.64	57.50	59.35	61.21	63.06	64.92	66.77	68.62	70.48	72.33
	O	55.64	57.50	59.35	61.21	63.06	64.92	66.77	68.62	70.48	72.33
14	B	65.75	67.94	70.13	72.33	74.52	76.71	78.90	81.09	83.28	85.48
	O	65.75	67.94	70.13	72.33	74.52	76.71	78.90	81.09	83.28	85.48
15	B	77.34	79.92	82.50	85.07	87.65	90.23	92.81	95.39	97.97	100.55
	O	77.34	79.92	82.50	85.07	87.65	90.23	92.81	95.39	97.97	100.55

\* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>