Salary Table 2025-PHL
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

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	$ 28,842	$ 29,810	$ 30,768	$ 31,724	$ 32,681	$ 33,241	$ 34,190	$ 35,146	$ 35,185	$ 36,079
2	32,431	33,202	34,277	35,185	35,579	36,625	37,672	38,718	39,764	40,810
3	35,387	36,566	37,745	38,924	40,103	41,282	42,461	43,640	44,819	45,998
4	39,722	41,047	42,372	43,697	45,021	46,346	47,671	48,996	50,320	51,645
5	44,442	45,923	47,404	48,885	50,365	51,846	53,327	54,808	56,289	57,769
6	49,541	51,192	52,843	54,494	56,145	57,797	59,448	61,099	62,750	64,401
7	55,052	56,887	58,723	60,558	62,394	64,229	66,065	67,900	69,736	71,571
8	60,967	63,000	65,033	67,066	69,099	71,132	73,164	75,197	77,230	79,263
9	67,339	69,584	71,828	74,073	76,317	78,561	80,806	83,050	85,295	87,539
10	74,155	76,627	79,098	81,569	84,041	86,512	88,984	91,455	93,927	96,398
11	81,474	84,189	86,904	89,620	92,335	95,050	97,765	100,481	103,196	105,911
12	97,653	100,909	104,165	107,420	110,676	113,932	117,187	120,443	123,699	126,955
13	116,123	119,994	123,865	127,736	131,607	135,478	139,349	143,220	147,091	150,962
14	137,222	141,796	146,370	150,944	155,518	160,092	164,666	169,240	173,814	178,388
15	161,409	166,789	172,169	177,550	182,930	188,310	193,690	195,200 *	195,200 *	195,200 *

* 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 2025 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/