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

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	16.96	17.52	18.09	18.65	19.22	19.78	20.35	20.91	21.48	22.04
	O	*25.44*	*26.28*	*27.14*	*27.98*	*28.83*	*29.67*	*30.53*	*31.37*	*32.22*	*33.06*
4	B	19.03	19.67	20.30	20.94	21.57	22.21	22.84	23.48	24.11	24.75
	O	*28.55*	*29.51*	*30.45*	*31.41*	*32.36*	*33.32*	*34.26*	*35.22*	*36.17*	*37.13*
5	B	21.29	22.00	22.71	23.42	24.13	24.84	25.55	26.26	26.97	27.68
	O	*31.94*	*33.00*	*34.07*	*35.13*	*36.20*	*37.26*	*38.33*	*39.39*	*40.46*	*41.52*
6	B	23.74	24.53	25.32	26.11	26.90	27.69	28.48	29.28	30.07	30.86
	O	*35.61*	*36.80*	*37.98*	*39.17*	*40.35*	*41.54*	*42.72*	*43.92*	*45.11*	*46.29*
7	B	26.38	27.26	28.14	29.02	29.90	30.78	31.66	32.53	33.41	34.29
	O	*39.57*	*40.89*	*42.21*	*43.53*	*44.85*	*46.17*	*47.49*	*48.80*	*50.12*	*51.44*
8	B	29.21	30.19	31.16	32.14	33.11	34.08	35.06	36.03	37.01	37.98
	O	*43.82*	*45.29*	*46.74*	*48.21*	*49.67*	*51.12*	*52.59*	*53.30*	*53.30*	*53.30*
9	B	32.27	33.34	34.42	35.49	36.57	37.64	38.72	39.79	40.87	41.94
	O	*48.41*	*50.01*	*51.63*	*53.24*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*
10	B	35.53	36.72	37.90	39.08	40.27	41.45	42.64	43.82	45.01	46.19
	O	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*
11	B	39.04	40.34	41.64	42.94	44.24	45.54	46.84	48.15	49.45	50.75
	O	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*
12	B	46.79	48.35	49.91	51.47	53.03	54.59	56.15	57.71	59.27	60.83
	O	*53.30*	*53.30*	*53.30*	*53.30*	*53.30*	*54.59*	*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	93.53	93.53	93.53
	O	*77.34*	*79.92*	*82.50*	*85.07*	*87.65*	*90.23*	*92.81*	*93.53*	*93.53*	*93.53*

* 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/