Salary Table 2026-PHL

Incorporating the 1% 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: 1%

Effective January 2026

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	$ 13.96	$ 14.43	$ 14.89	$ 15.35	$ 15.82	$ 16.09	$ 16.55	$ 17.01	$ 17.03	$ 17.46
	O	*20.94*	*21.65*	*22.34*	*23.03*	*23.73*	*24.14*	*24.83*	*25.52*	*25.55*	*26.19*
2	B	15.69	16.07	16.59	17.03	17.22	17.72	18.23	18.74	19.24	19.75
	O	*23.54*	*24.11*	*24.89*	*25.55*	*25.83*	*26.58*	*27.35*	*28.11*	*28.86*	*29.63*
3	B	17.13	17.70	18.27	18.84	19.41	19.98	20.55	21.12	21.69	22.26
	O	*25.70*	*26.55*	*27.41*	*28.26*	*29.12*	*29.97*	*30.83*	*31.68*	*32.54*	*33.39*
4	B	19.22	19.86	20.51	21.15	21.79	22.43	23.07	23.71	24.35	24.99
	O	*28.83*	*29.79*	*30.77*	*31.73*	*32.69*	*33.65*	*34.61*	*35.57*	*36.53*	*37.49*
5	B	21.51	22.23	22.94	23.66	24.38	25.09	25.81	26.53	27.24	27.96
	O	*32.27*	*33.35*	*34.41*	*35.49*	*36.57*	*37.64*	*38.72*	*39.80*	*40.86*	*41.94*
6	B	23.98	24.77	25.57	26.37	27.17	27.97	28.77	29.57	30.37	31.17
	O	*35.97*	*37.16*	*38.36*	*39.56*	*40.76*	*41.96*	*43.16*	*44.36*	*45.56*	*46.76*
7	B	26.64	27.53	28.42	29.31	30.20	31.08	31.97	32.86	33.75	34.64
	O	*39.96*	*41.30*	*42.63*	*43.97*	*45.30*	*46.62*	*47.96*	*49.29*	*50.63*	*51.96*
8	B	29.51	30.49	31.47	32.46	33.44	34.42	35.41	36.39	37.37	38.36
	O	*44.27*	*45.74*	*47.21*	*48.69*	*50.16*	*51.63*	*53.12*	*53.84*	*53.84*	*53.84*
9	B	32.59	33.68	34.76	35.85	36.93	38.02	39.11	40.19	41.28	42.37
	O	*48.89*	*50.52*	*52.14*	*53.78*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*
10	B	35.89	37.08	38.28	39.48	40.67	41.87	43.06	44.26	45.45	46.65
	O	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*
11	B	39.43	40.74	42.06	43.37	44.69	46.00	47.32	48.63	49.95	51.26
	O	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*
12	B	47.26	48.83	50.41	51.99	53.56	55.14	56.71	58.29	59.86	61.44
	O	*53.84*	*53.84*	*53.84*	*53.84*	*53.84*	*55.14*	*56.71*	*58.29*	*59.86*	*61.44*
13	B	56.20	58.07	59.94	61.82	63.69	65.56	67.44	69.31	71.18	73.06
	O	*56.20*	*58.07*	*59.94*	*61.82*	*63.69*	*65.56*	*67.44*	*69.31*	*71.18*	*73.06*
14	B	66.41	68.62	70.84	73.05	75.26	77.48	79.69	81.91	84.12	86.33
	O	*66.41*	*68.62*	*70.84*	*73.05*	*75.26*	*77.48*	*79.69*	*81.91*	*84.12*	*86.33*
15	B	78.11	80.72	83.32	85.93	88.53	91.13	93.74	94.49	94.49	94.49
	O	*78.11*	*80.72*	*83.32*	*85.93*	*88.53*	*91.13*	*93.74*	*94.49*	*94.49*	*94.49*

* 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 2026 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/