

SALARY TABLE 2021-PHL
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 26.04%
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-READING-CAMDEN, PA-NJ-DE-MD
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

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	\$ 11.92	\$ 12.32	\$ 12.72	\$ 13.11	\$ 13.51	\$ 13.74	\$ 14.13	\$ 14.53	\$ 14.54	\$ 14.91
	O	17.88	18.48	19.08	19.67	20.27	20.61	21.20	21.80	21.81	22.37
2	B	13.40	13.72	14.17	14.54	14.70	15.14	15.57	16.00	16.43	16.87
	O	20.10	20.58	21.26	21.81	22.05	22.71	23.36	24.00	24.65	25.31
3	B	14.62	15.11	15.60	16.09	16.57	17.06	17.55	18.04	18.52	19.01
	O	21.93	22.67	23.40	24.14	24.86	25.59	26.33	27.06	27.78	28.52
4	B	16.42	16.96	17.51	18.06	18.61	19.15	19.70	20.25	20.79	21.34
	O	24.63	25.44	26.27	27.09	27.92	28.73	29.55	30.38	31.19	32.01
5	B	18.37	18.98	19.59	20.21	20.82	21.43	22.04	22.65	23.27	23.88
	O	27.56	28.47	29.39	30.32	31.23	32.15	33.06	33.98	34.91	35.82
6	B	20.47	21.16	21.84	22.52	23.20	23.89	24.57	25.25	25.93	26.62
	O	30.71	31.74	32.76	33.78	34.80	35.84	36.86	37.88	38.90	39.93
7	B	22.75	23.51	24.27	25.03	25.79	26.55	27.30	28.06	28.82	29.58
	O	34.13	35.27	36.41	37.55	38.69	39.83	40.95	42.09	43.23	44.37
8	B	25.20	26.04	26.88	27.72	28.56	29.40	30.24	31.08	31.92	32.76
	O	37.80	39.06	40.32	41.58	42.84	44.10	45.36	45.98	45.98	45.98
9	B	27.83	28.76	29.69	30.61	31.54	32.47	33.40	34.32	35.25	36.18
	O	41.75	43.14	44.54	45.92	45.98	45.98	45.98	45.98	45.98	45.98
10	B	30.65	31.67	32.69	33.71	34.74	35.76	36.78	37.80	38.82	39.84
	O	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98
11	B	33.67	34.80	35.92	37.04	38.16	39.29	40.41	41.53	42.65	43.78
	O	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98	45.98
12	B	40.36	41.71	43.05	44.40	45.74	47.09	48.43	49.78	51.12	52.47
	O	45.98	45.98	45.98	45.98	45.98	47.09	48.43	49.78	51.12	52.47
13	B	47.99	49.59	51.19	52.79	54.39	55.99	57.59	59.19	60.79	62.39
	O	47.99	49.59	51.19	52.79	54.39	55.99	57.59	59.19	60.79	62.39
14	B	56.71	58.60	60.49	62.38	64.27	66.16	68.06	69.95	71.84	73.73
	O	56.71	58.60	60.49	62.38	64.27	66.16	68.06	69.95	71.84	73.73
15	B	66.71	68.93	71.16	73.38	75.60	77.83	80.05	82.28	82.65	82.65
	O	66.71	68.93	71.16	73.38	75.60	77.83	80.05	82.28	82.65	82.65

* 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 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>