

**Salary Table 2022-PHL**  
**Incorporating the 2.2% General Schedule Increase and a Locality Payment of 26.95%**  
**For the Locality Pay Area of Philadelphia-Reading-Camden, PA-NJ-DE-MD**  
**Total Increase: 2.94%**  
**Effective January 2022**

*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	\$ 12.27	\$ 12.68	\$ 13.09	\$ 13.50	\$ 13.90	\$ 14.14	\$ 14.55	\$ 14.95	\$ 14.97	\$ 15.35
	O	18.41	19.02	19.64	20.25	20.85	21.21	21.83	22.43	22.46	23.03
2	B	13.80	14.13	14.58	14.97	15.14	15.58	16.03	16.47	16.92	17.36
	O	20.70	21.20	21.87	22.46	22.71	23.37	24.05	24.71	25.38	26.04
3	B	15.05	15.56	16.06	16.56	17.06	17.56	18.07	18.57	19.07	19.57
	O	22.58	23.34	24.09	24.84	25.59	26.34	27.11	27.86	28.61	29.36
4	B	16.90	17.46	18.03	18.59	19.15	19.72	20.28	20.84	21.41	21.97
	O	25.35	26.19	27.05	27.89	28.73	29.58	30.42	31.26	32.12	32.96
5	B	18.91	19.54	20.17	20.80	21.43	22.06	22.69	23.32	23.95	24.58
	O	28.37	29.31	30.26	31.20	32.15	33.09	34.04	34.98	35.93	36.87
6	B	21.08	21.78	22.48	23.18	23.89	24.59	25.29	25.99	26.70	27.40
	O	31.62	32.67	33.72	34.77	35.84	36.89	37.94	38.99	40.05	41.10
7	B	23.42	24.20	24.98	25.76	26.54	27.32	28.10	28.88	29.66	30.44
	O	35.13	36.30	37.47	38.64	39.81	40.98	42.15	43.32	44.49	45.66
8	B	25.94	26.80	27.67	28.53	29.40	30.26	31.12	31.99	32.85	33.72
	O	38.91	40.20	41.51	42.80	44.10	45.39	46.68	47.33	47.33	47.33
9	B	28.65	29.60	30.56	31.51	32.47	33.42	34.38	35.33	36.29	37.24
	O	42.98	44.40	45.84	47.27	47.33	47.33	47.33	47.33	47.33	47.33
10	B	31.55	32.60	33.65	34.70	35.76	36.81	37.86	38.91	39.96	41.01
	O	47.33	47.33	47.33	47.33	47.33	47.33	47.33	47.33	47.33	47.33
11	B	34.66	35.82	36.97	38.13	39.28	40.44	41.59	42.75	43.90	45.06
	O	47.33	47.33	47.33	47.33	47.33	47.33	47.33	47.33	47.33	47.33
12	B	41.55	42.93	44.32	45.70	47.09	48.47	49.86	51.24	52.63	54.01
	O	47.33	47.33	47.33	47.33	47.33	48.47	49.86	51.24	52.63	54.01
13	B	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.22
	O	49.40	51.05	52.70	54.34	55.99	57.64	59.28	60.93	62.58	64.22
14	B	58.38	60.33	62.27	64.22	66.16	68.11	70.06	72.00	73.95	75.89
	O	58.38	60.33	62.27	64.22	66.16	68.11	70.06	72.00	73.95	75.89
15	B	68.67	70.96	73.25	75.54	77.83	80.11	82.40	84.48	84.48	84.48
	O	68.67	70.96	73.25	75.54	77.83	80.11	82.40	84.48	84.48	84.48

\* 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 2022 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>