

**Salary Table 2024-PHL (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 28.55%**  
**For the Locality Pay Area of Philadelphia-Reading-Camden, PA-NJ-DE-MD**  
**Total Increase: 5.28%**  
**Effective January 2024**

*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	\$ 13.54	\$ 14.00	\$ 14.45	\$ 14.90	\$ 15.34	\$ 15.61	\$ 16.05	\$ 16.50	\$ 16.52	\$ 16.94
	O	20.31	21.00	21.68	22.35	23.01	23.42	24.08	24.75	24.78	25.41
2	B	15.23	15.59	16.09	16.52	16.71	17.20	17.69	18.18	18.67	19.16
	O	22.85	23.39	24.14	24.78	25.07	25.80	26.54	27.27	28.01	28.74
3	B	19.94	20.49	21.05	21.60	22.15	22.71	23.26	23.81	24.37	24.92
	O	29.91	30.74	31.58	32.40	33.23	34.07	34.89	35.72	36.56	37.38
4	B	22.38	23.00	23.62	24.24	24.87	25.49	26.11	26.73	27.35	27.97
	O	33.57	34.50	35.43	36.36	37.31	38.24	39.17	40.10	41.03	41.96
5	B	25.74	26.43	27.13	27.82	28.52	29.21	29.91	30.60	31.30	31.99
	O	38.61	39.65	40.70	41.73	42.78	43.82	44.87	45.90	46.95	47.99
6	B	27.14	27.91	28.69	29.47	30.24	31.02	31.79	32.57	33.34	34.12
	O	40.71	41.87	43.04	44.21	45.36	46.53	47.69	48.86	50.01	51.18
7	B	29.30	30.16	31.02	31.88	32.74	33.60	34.47	35.33	36.19	37.05
	O	43.95	45.24	46.53	47.82	49.11	50.40	51.71	53.00	53.97	53.97
8	B	30.53	31.49	32.44	33.40	34.35	35.31	36.26	37.21	38.17	39.12
	O	45.80	47.24	48.66	50.10	51.53	52.97	53.97	53.97	53.97	53.97
9	B	32.67	33.73	34.78	35.83	36.89	37.94	39.00	40.05	41.10	42.16
	O	49.01	50.60	52.17	53.75	53.97	53.97	53.97	53.97	53.97	53.97
10	B	35.98	37.14	38.30	39.46	40.62	41.78	42.94	44.10	45.26	46.42
	O	53.97	53.97	53.97	53.97	53.97	53.97	53.97	53.97	53.97	53.97
11	B	38.26	39.53	40.81	42.08	43.36	44.63	45.91	47.18	48.46	49.73
	O	53.97	53.97	53.97	53.97	53.97	53.97	53.97	53.97	53.97	53.97
12	B	45.85	47.38	48.91	50.44	51.97	53.49	55.02	56.55	58.08	59.61
	O	53.97	53.97	53.97	53.97	53.97	53.97	55.02	56.55	58.08	59.61
13	B	54.52	56.34	58.16	59.98	61.80	63.61	65.43	67.25	69.07	70.88
	O	54.52	56.34	58.16	59.98	61.80	63.61	65.43	67.25	69.07	70.88
14	B	64.43	66.58	68.73	70.87	73.02	75.17	77.32	79.47	81.61	83.76
	O	64.43	66.58	68.73	70.87	73.02	75.17	77.32	79.47	81.61	83.76
15	B	75.79	78.31	80.84	83.37	85.89	88.42	90.94	91.95	91.95	91.95
	O	75.79	78.31	80.84	83.37	85.89	88.42	90.94	91.95	91.95	91.95

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Note: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>