

Salary Table 2023-PHL (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 27.84%
For the Locality Pay Area of Philadelphia-Reading-Camden, PA-NJ-DE-MD
Total Increase: 4.83%
Effective January 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,845	\$ 27,746	\$ 28,637	\$ 29,527	\$ 30,418	\$ 30,940	\$ 31,823	\$ 32,713	\$ 32,749	\$ 33,587
2	30,186	30,904	31,904	32,749	33,118	34,092	35,067	36,041	37,015	37,989
3	39,526	40,624	41,722	42,820	43,918	45,016	46,114	47,213	48,311	49,409
4	44,367	45,599	46,832	48,064	49,296	50,529	51,761	52,994	54,226	55,458
5	51,021	52,400	53,780	55,159	56,539	57,918	59,297	60,677	62,056	63,435
6	53,795	55,332	56,868	58,405	59,942	61,478	63,015	64,552	66,088	67,625
7	58,073	59,781	61,488	63,196	64,904	66,612	68,320	70,028	71,736	73,444
8	60,531	62,423	64,315	66,207	68,099	69,991	71,883	73,775	75,667	77,559
9	64,766	66,855	68,944	71,033	73,122	75,211	77,300	79,389	81,478	83,566
10	71,322	73,623	75,924	78,225	80,526	82,828	85,129	87,430	89,731	92,032
11	75,833	78,361	80,888	83,416	85,943	88,470	90,998	93,525	96,053	98,580
12	90,893	93,923	96,953	99,982	103,012	106,042	109,072	112,102	115,131	118,161
13	108,084	111,686	115,289	118,891	122,494	126,096	129,699	133,301	136,904	140,506
14	127,722	131,979	136,237	140,494	144,751	149,008	153,265	157,522	161,779	166,036
15	150,235	155,243	160,250	165,257	170,265	175,272	180,280	183,500 *	183,500 *	183,500 *

* 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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>