

Salary Table 2025-PHL
Incorporating the 1.7% 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: 2.05%
Effective January 2025

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	\$ 13.82	\$ 14.28	\$ 14.74	\$ 15.20	\$ 15.66	\$ 15.93	\$ 16.38	\$ 16.84	\$ 16.86	\$ 17.29
	O	20.73	21.42	22.11	22.80	23.49	23.90	24.57	25.26	25.29	25.94
2	B	15.54	15.91	16.42	16.86	17.05	17.55	18.05	18.55	19.05	19.55
	O	23.31	23.87	24.63	25.29	25.58	26.33	27.08	27.83	28.58	29.33
3	B	16.96	17.52	18.09	18.65	19.22	19.78	20.35	20.91	21.48	22.04
	O	25.44	26.28	27.14	27.98	28.83	29.67	30.53	31.37	32.22	33.06
4	B	19.03	19.67	20.30	20.94	21.57	22.21	22.84	23.48	24.11	24.75
	O	28.55	29.51	30.45	31.41	32.36	33.32	34.26	35.22	36.17	37.13
5	B	21.29	22.00	22.71	23.42	24.13	24.84	25.55	26.26	26.97	27.68
	O	31.94	33.00	34.07	35.13	36.20	37.26	38.33	39.39	40.46	41.52
6	B	23.74	24.53	25.32	26.11	26.90	27.69	28.48	29.28	30.07	30.86
	O	35.61	36.80	37.98	39.17	40.35	41.54	42.72	43.92	45.11	46.29
7	B	26.38	27.26	28.14	29.02	29.90	30.78	31.66	32.53	33.41	34.29
	O	39.57	40.89	42.21	43.53	44.85	46.17	47.49	48.80	50.12	51.44
8	B	29.21	30.19	31.16	32.14	33.11	34.08	35.06	36.03	37.01	37.98
	O	43.82	45.29	46.74	48.21	49.67	51.12	52.59	53.30	53.30	53.30
9	B	32.27	33.34	34.42	35.49	36.57	37.64	38.72	39.79	40.87	41.94
	O	48.41	50.01	51.63	53.24	53.30	53.30	53.30	53.30	53.30	53.30
10	B	35.53	36.72	37.90	39.08	40.27	41.45	42.64	43.82	45.01	46.19
	O	53.30	53.30	53.30	53.30	53.30	53.30	53.30	53.30	53.30	53.30
11	B	39.04	40.34	41.64	42.94	44.24	45.54	46.84	48.15	49.45	50.75
	O	53.30	53.30	53.30	53.30	53.30	53.30	53.30	53.30	53.30	53.30
12	B	46.79	48.35	49.91	51.47	53.03	54.59	56.15	57.71	59.27	60.83
	O	53.30	53.30	53.30	53.30	53.30	54.59	56.15	57.71	59.27	60.83
13	B	55.64	57.50	59.35	61.21	63.06	64.92	66.77	68.62	70.48	72.33
	O	55.64	57.50	59.35	61.21	63.06	64.92	66.77	68.62	70.48	72.33
14	B	65.75	67.94	70.13	72.33	74.52	76.71	78.90	81.09	83.28	85.48
	O	65.75	67.94	70.13	72.33	74.52	76.71	78.90	81.09	83.28	85.48
15	B	77.34	79.92	82.50	85.07	87.65	90.23	92.81	93.53	93.53	93.53
	O	77.34	79.92	82.50	85.07	87.65	90.23	92.81	93.53	93.53	93.53

* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>