

Salary Table 2026-PHL (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% 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: 1%
Effective January 2026

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	\$ 29,131	\$ 30,108	\$ 31,076	\$ 32,041	\$ 33,007	\$ 33,574	\$ 34,532	\$ 35,497	\$ 35,537	\$ 36,437
2	32,754	33,534	34,620	35,537	35,934	36,990	38,047	39,103	40,160	41,216
3	42,892	44,084	45,275	46,467	47,659	48,851	50,043	51,235	52,427	53,619
4	48,146	49,483	50,821	52,158	53,496	54,834	56,171	57,509	58,847	60,184
5	55,361	56,858	58,354	59,850	61,346	62,843	64,339	65,835	67,331	68,828
6	58,376	60,044	61,711	63,379	65,047	66,715	68,383	70,051	71,718	73,386
7	63,017	64,870	66,724	68,578	70,431	72,285	74,138	75,992	77,845	79,699
8	65,682	67,734	69,786	71,838	73,891	75,943	77,995	80,047	82,100	84,152
9	70,280	72,548	74,815	77,083	79,351	81,618	83,886	86,154	88,421	90,689
10	77,393	79,889	82,385	84,881	87,377	89,872	92,368	94,864	97,360	99,856
11	82,289	85,033	87,776	90,520	93,264	96,007	98,751	101,494	104,238	106,982
12	98,630	101,918	105,206	108,493	111,781	115,069	118,357	121,645	124,933	128,221
13	117,284	121,194	125,104	129,013	132,923	136,833	140,742	144,652	148,562	152,471
14	138,595	143,215	147,835	152,456	157,076	161,697	166,317	170,938	175,558	180,178
15	163,023	168,457	173,891	179,326	184,760	190,194	195,629	197,200 *	197,200 *	197,200 *

* 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 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>