

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

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	\$ 13.96	\$ 14.43	\$ 14.89	\$ 15.35	\$ 15.82	\$ 16.09	\$ 16.55	\$ 17.01	\$ 17.03	\$ 17.46
	O	20.94	21.65	22.34	23.03	23.73	24.14	24.83	25.52	25.55	26.19
2	B	15.69	16.07	16.59	17.03	17.22	17.72	18.23	18.74	19.24	19.75
	O	23.54	24.11	24.89	25.55	25.83	26.58	27.35	28.11	28.86	29.63
3	B	20.55	21.12	21.69	22.26	22.84	23.41	23.98	24.55	25.12	25.69
	O	30.83	31.68	32.54	33.39	34.26	35.12	35.97	36.83	37.68	38.54
4	B	23.07	23.71	24.35	24.99	25.63	26.27	26.91	27.56	28.20	28.84
	O	34.61	35.57	36.53	37.49	38.45	39.41	40.37	41.34	42.30	43.26
5	B	26.53	27.24	27.96	28.68	29.39	30.11	30.83	31.55	32.26	32.98
	O	39.80	40.86	41.94	43.02	44.09	45.17	46.25	47.33	48.39	49.47
6	B	27.97	28.77	29.57	30.37	31.17	31.97	32.77	33.57	34.36	35.16
	O	41.96	43.16	44.36	45.56	46.76	47.96	49.16	50.36	51.54	52.74
7	B	30.20	31.08	31.97	32.86	33.75	34.64	35.52	36.41	37.30	38.19
	O	45.30	46.62	47.96	49.29	50.63	51.96	53.28	54.62	55.62	55.62
8	B	31.47	32.46	33.44	34.42	35.41	36.39	37.37	38.36	39.34	40.32
	O	47.21	48.69	50.16	51.63	53.12	54.59	55.62	55.62	55.62	55.62
9	B	33.68	34.76	35.85	36.93	38.02	39.11	40.19	41.28	42.37	43.45
	O	50.52	52.14	53.78	55.40	55.62	55.62	55.62	55.62	55.62	55.62
10	B	37.08	38.28	39.48	40.67	41.87	43.06	44.26	45.45	46.65	47.85
	O	55.62	55.62	55.62	55.62	55.62	55.62	55.62	55.62	55.62	55.62
11	B	39.43	40.74	42.06	43.37	44.69	46.00	47.32	48.63	49.95	51.26
	O	55.62	55.62	55.62	55.62	55.62	55.62	55.62	55.62	55.62	55.62
12	B	47.26	48.83	50.41	51.99	53.56	55.14	56.71	58.29	59.86	61.44
	O	55.62	55.62	55.62	55.62	55.62	55.62	56.71	58.29	59.86	61.44
13	B	56.20	58.07	59.94	61.82	63.69	65.56	67.44	69.31	71.18	73.06
	O	56.20	58.07	59.94	61.82	63.69	65.56	67.44	69.31	71.18	73.06
14	B	66.41	68.62	70.84	73.05	75.26	77.48	79.69	81.91	84.12	86.33
	O	66.41	68.62	70.84	73.05	75.26	77.48	79.69	81.91	84.12	86.33
15	B	78.11	80.72	83.32	85.93	88.53	91.13	93.74	94.49	94.49	94.49
	O	78.11	80.72	83.32	85.93	88.53	91.13	93.74	94.49	94.49	94.49

* 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 2026 Locality Pay Area Definitions page:

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