

Salary Table 2026-PHL
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	35,741	36,932	38,124	39,316	40,508	41,700	42,892	44,084	45,275	46,467
4	40,120	41,457	42,795	44,133	45,470	46,808	48,146	49,483	50,821	52,158
5	44,887	46,384	47,880	49,376	50,872	52,369	53,865	55,361	56,858	58,354
6	50,037	51,704	53,372	55,040	56,708	58,376	60,044	61,711	63,379	65,047
7	55,602	57,456	59,310	61,163	63,017	64,870	66,724	68,578	70,431	72,285
8	61,577	63,629	65,682	67,734	69,786	71,838	73,891	75,943	77,995	80,047
9	68,013	70,280	72,548	74,815	77,083	79,351	81,618	83,886	86,154	88,421
10	74,897	77,393	79,889	82,385	84,881	87,377	89,872	92,368	94,864	97,360
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)).

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/>