

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

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	17.13	17.70	18.27	18.84	19.41	19.98	20.55	21.12	21.69	22.26
	O	25.70	26.55	27.41	28.26	29.12	29.97	30.83	31.68	32.54	33.39
4	B	19.22	19.86	20.51	21.15	21.79	22.43	23.07	23.71	24.35	24.99
	O	28.83	29.79	30.77	31.73	32.69	33.65	34.61	35.57	36.53	37.49
5	B	21.51	22.23	22.94	23.66	24.38	25.09	25.81	26.53	27.24	27.96
	O	32.27	33.35	34.41	35.49	36.57	37.64	38.72	39.80	40.86	41.94
6	B	23.98	24.77	25.57	26.37	27.17	27.97	28.77	29.57	30.37	31.17
	O	35.97	37.16	38.36	39.56	40.76	41.96	43.16	44.36	45.56	46.76
7	B	26.64	27.53	28.42	29.31	30.20	31.08	31.97	32.86	33.75	34.64
	O	39.96	41.30	42.63	43.97	45.30	46.62	47.96	49.29	50.63	51.96
8	B	29.51	30.49	31.47	32.46	33.44	34.42	35.41	36.39	37.37	38.36
	O	44.27	45.74	47.21	48.69	50.16	51.63	53.12	53.84	53.84	53.84
9	B	32.59	33.68	34.76	35.85	36.93	38.02	39.11	40.19	41.28	42.37
	O	48.89	50.52	52.14	53.78	53.84	53.84	53.84	53.84	53.84	53.84
10	B	35.89	37.08	38.28	39.48	40.67	41.87	43.06	44.26	45.45	46.65
	O	53.84	53.84	53.84	53.84	53.84	53.84	53.84	53.84	53.84	53.84
11	B	39.43	40.74	42.06	43.37	44.69	46.00	47.32	48.63	49.95	51.26
	O	53.84	53.84	53.84	53.84	53.84	53.84	53.84	53.84	53.84	53.84
12	B	47.26	48.83	50.41	51.99	53.56	55.14	56.71	58.29	59.86	61.44
	O	53.84	53.84	53.84	53.84	53.84	55.14	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)).

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/>