

**SALARY TABLE 2008-PHL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.50% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.14%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD**

(See <http://www.opm.gov/oca/08tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.61%)

**EFFECTIVE JANUARY 2008**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 9.81	\$ 10.14	\$ 10.47	\$ 10.79	\$ 11.12	\$ 11.31	\$ 11.63	\$ 11.96	\$ 11.97	\$ 12.28
	O	14.72	15.21	15.71	16.19	16.68	16.97	17.45	17.94	17.96	18.42
2	B	11.03	11.30	11.66	11.97	12.10	12.46	12.81	13.17	13.53	13.88
	O	16.55	16.95	17.49	17.96	18.15	18.69	19.22	19.76	20.30	20.82
3	B	14.45	14.85	15.25	15.65	16.05	16.45	16.85	17.25	17.66	18.06
	O	21.68	22.28	22.88	23.48	24.08	24.68	25.28	25.88	26.49	27.09
4	B	16.22	16.67	17.12	17.57	18.02	18.47	18.92	19.37	19.82	20.27
	O	24.33	25.01	25.68	26.36	27.03	27.71	28.38	29.06	29.73	30.41
5	B	18.64	19.15	19.65	20.16	20.66	21.16	21.67	22.17	22.67	23.18
	O	27.96	28.73	29.48	30.24	30.99	31.74	32.51	33.26	34.01	34.77
6	B	19.66	20.22	20.79	21.35	21.91	22.47	23.03	23.60	24.16	24.72
	O	29.49	30.33	31.19	32.03	32.87	33.71	34.55	35.40	36.24	37.08
7	B	21.22	21.85	22.47	23.10	23.72	24.34	24.97	25.59	26.22	26.84
	O	31.83	32.78	33.71	34.65	35.58	36.51	37.46	38.39	39.11	39.11
8	B	22.12	22.82	23.51	24.20	24.89	25.58	26.27	26.96	27.65	28.35
	O	33.18	34.23	35.27	36.30	37.34	38.37	39.11	39.11	39.11	39.11
9	B	23.67	24.44	25.20	25.96	26.73	27.49	28.26	29.02	29.78	30.55
	O	35.51	36.66	37.80	38.94	39.11	39.11	39.11	39.11	39.11	39.11
10	B	26.07	26.91	27.75	28.59	29.43	30.27	31.11	31.96	32.80	33.64
	O	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11
11	B	27.72	28.64	29.56	30.49	31.41	32.34	33.26	34.18	35.11	36.03
	O	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11	39.11
12	B	33.22	34.33	35.44	36.54	37.65	38.76	39.87	40.97	42.08	43.19
	O	39.11	39.11	39.11	39.11	39.11	39.11	39.87	40.97	42.08	43.19
13	B	39.50	40.82	42.14	43.46	44.77	46.09	47.41	48.72	50.04	51.36
	O	39.50	40.82	42.14	43.46	44.77	46.09	47.41	48.72	50.04	51.36
14	B	46.68	48.24	49.79	51.35	52.91	54.46	56.02	57.57	59.13	60.69
	O	46.68	48.24	49.79	51.35	52.91	54.46	56.02	57.57	59.13	60.69
15	B	54.91	56.74	58.57	60.40	62.23	64.07	65.90	67.73	69.56	71.39
	O	54.91	56.74	58.57	60.40	62.23	64.07	65.90	67.73	69.56	71.39