

**SALARY TABLE 2009-PHL (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 21.25%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD**

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.85%)

**EFFECTIVE JANUARY 2009**

*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	\$ 10.19	\$ 10.53	\$ 10.87	\$ 11.21	\$ 11.55	\$ 11.75	\$ 12.08	\$ 12.42	\$ 12.43	\$ 12.75
	O	15.29	15.80	16.31	16.82	17.33	17.63	18.12	18.63	18.65	19.13
2	B	11.46	11.73	12.11	12.43	12.57	12.94	13.31	13.68	14.05	14.42
	O	17.19	17.60	18.17	18.65	18.86	19.41	19.97	20.52	21.08	21.63
3	B	15.00	15.42	15.83	16.25	16.67	17.08	17.50	17.92	18.33	18.75
	O	22.50	23.13	23.75	24.38	25.01	25.62	26.25	26.88	27.50	28.13
4	B	16.84	17.31	17.78	18.24	18.71	19.18	19.65	20.11	20.58	21.05
	O	25.26	25.97	26.67	27.36	28.07	28.77	29.48	30.17	30.87	31.58
5	B	19.37	19.89	20.41	20.94	21.46	21.98	22.51	23.03	23.55	24.08
	O	29.06	29.84	30.62	31.41	32.19	32.97	33.77	34.55	35.33	36.12
6	B	20.42	21.00	21.59	22.17	22.75	23.33	23.92	24.50	25.08	25.67
	O	30.63	31.50	32.39	33.26	34.13	35.00	35.88	36.75	37.62	38.51
7	B	22.04	22.69	23.34	23.99	24.64	25.28	25.93	26.58	27.23	27.88
	O	33.06	34.04	35.01	35.99	36.96	37.92	38.90	39.87	40.61	40.61
8	B	22.98	23.69	24.41	25.13	25.85	26.57	27.28	28.00	28.72	29.44
	O	34.47	35.54	36.62	37.70	38.78	39.86	40.61	40.61	40.61	40.61
9	B	24.58	25.38	26.17	26.96	27.76	28.55	29.34	30.13	30.93	31.72
	O	36.87	38.07	39.26	40.44	40.61	40.61	40.61	40.61	40.61	40.61
10	B	27.07	27.95	28.82	29.69	30.57	31.44	32.31	33.18	34.06	34.93
	O	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61
11	B	28.78	29.74	30.70	31.66	32.62	33.58	34.54	35.50	36.46	37.42
	O	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61	40.61
12	B	34.50	35.65	36.80	37.95	39.10	40.25	41.40	42.55	43.70	44.85
	O	40.61	40.61	40.61	40.61	40.61	40.61	41.40	42.55	43.70	44.85
13	B	41.03	42.39	43.76	45.13	46.50	47.86	49.23	50.60	51.97	53.33
	O	41.03	42.39	43.76	45.13	46.50	47.86	49.23	50.60	51.97	53.33
14	B	48.48	50.10	51.71	53.33	54.94	56.56	58.18	59.79	61.41	63.03
	O	48.48	50.10	51.71	53.33	54.94	56.56	58.18	59.79	61.41	63.03
15	B	57.03	58.93	60.83	62.73	64.63	66.53	68.43	70.33	72.23	73.41
	O	57.03	58.93	60.83	62.73	64.63	66.53	68.43	70.33	72.23	73.41

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).