

**SALARY TABLE 2012-PHL**  
**INCORPORATING A LOCALITY PAYMENT OF 21.79%**  
**FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD**  
(See <http://www.opm.gov/oca/12tables/locdef.asp> for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2012**

*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	\$ 10.39	\$ 10.74	\$ 11.08	\$ 11.43	\$ 11.77	\$ 11.97	\$ 12.32	\$ 12.66	\$ 12.67	\$ 13.00
	O	15.59	16.11	16.62	17.15	17.66	17.96	18.48	18.99	19.01	19.50
2	B	11.68	11.96	12.35	12.67	12.82	13.19	13.57	13.95	14.32	14.70
	O	17.52	17.94	18.53	19.01	19.23	19.79	20.36	20.93	21.48	22.05
3	B	12.75	13.17	13.59	14.02	14.44	14.87	15.29	15.72	16.14	16.57
	O	19.13	19.76	20.39	21.03	21.66	22.31	22.94	23.58	24.21	24.86
4	B	14.31	14.78	15.26	15.74	16.22	16.69	17.17	17.65	18.12	18.60
	O	21.47	22.17	22.89	23.61	24.33	25.04	25.76	26.48	27.18	27.90
5	B	16.01	16.54	17.07	17.61	18.14	18.67	19.21	19.74	20.27	20.81
	O	24.02	24.81	25.61	26.42	27.21	28.01	28.82	29.61	30.41	31.22
6	B	17.84	18.44	19.03	19.63	20.22	20.82	21.41	22.01	22.60	23.20
	O	26.76	27.66	28.55	29.45	30.33	31.23	32.12	33.02	33.90	34.80
7	B	19.83	20.49	21.15	21.81	22.47	23.13	23.80	24.46	25.12	25.78
	O	29.75	30.74	31.73	32.72	33.71	34.70	35.70	36.69	37.68	38.67
8	B	21.96	22.69	23.42	24.16	24.89	25.62	26.35	27.08	27.81	28.55
	O	32.94	34.04	35.13	36.24	37.34	38.43	39.53	40.07	40.07	40.07
9	B	24.25	25.06	25.87	26.68	27.49	28.30	29.10	29.91	30.72	31.53
	O	36.38	37.59	38.81	40.02	40.07	40.07	40.07	40.07	40.07	40.07
10	B	26.71	27.60	28.49	29.38	30.27	31.16	32.05	32.94	33.83	34.72
	O	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07
11	B	29.35	30.32	31.30	32.28	33.26	34.24	35.21	36.19	37.17	38.15
	O	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07	40.07
12	B	35.17	36.35	37.52	38.69	39.86	41.04	42.21	43.38	44.55	45.73
	O	40.07	40.07	40.07	40.07	40.07	41.04	42.21	43.38	44.55	45.73
13	B	41.83	43.22	44.61	46.01	47.40	48.80	50.19	51.59	52.98	54.37
	O	41.83	43.22	44.61	46.01	47.40	48.80	50.19	51.59	52.98	54.37
14	B	49.43	51.07	52.72	54.37	56.02	57.66	59.31	60.96	62.61	64.25
	O	49.43	51.07	52.72	54.37	56.02	57.66	59.31	60.96	62.61	64.25
15	B	58.14	60.08	62.02	63.95	65.89	67.83	69.77	71.71	73.64	74.51
	O	58.14	60.08	62.02	63.95	65.89	67.83	69.77	71.71	73.64	74.51

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