

**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**

*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	\$ 21,682	\$ 22,407	\$ 23,128	\$ 23,845	\$ 24,566	\$ 24,990	\$ 25,703	\$ 26,421	\$ 26,449	\$ 27,121
2	24,379	24,958	25,765	26,449	26,746	27,533	28,320	29,107	29,893	30,680
3	26,599	27,486	28,372	29,259	30,145	31,032	31,919	32,805	33,692	34,579
4	29,860	30,855	31,851	32,846	33,841	34,836	35,831	36,826	37,821	38,816
5	33,408	34,521	35,635	36,748	37,861	38,974	40,087	41,200	42,313	43,427
6	37,240	38,481	39,722	40,963	42,204	43,445	44,686	45,927	47,168	48,409
7	41,383	42,763	44,143	45,523	46,903	48,282	49,662	51,042	52,422	53,802
8	45,831	47,358	48,885	50,413	51,940	53,467	54,994	56,522	58,049	59,576
9	50,620	52,306	53,993	55,680	57,367	59,054	60,740	62,427	64,114	65,801
10	55,745	57,603	59,462	61,320	63,179	65,037	66,896	68,754	70,613	72,471
11	61,245	63,286	65,327	67,368	69,409	71,451	73,492	75,533	77,574	79,615
12	73,408	75,854	78,301	80,748	83,195	85,642	88,088	90,535	92,982	95,429
13	87,292	90,201	93,111	96,020	98,930	101,840	104,749	107,659	110,568	113,478
14	103,152	106,591	110,029	113,467	116,905	120,343	123,781	127,219	130,658	134,096
15	121,337	125,382	129,426	133,471	137,516	141,560	145,605	149,649	153,694	155,500 *

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