### SALARY TABLE 2011-PHL (LEO)

**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND 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/11tables/locdef.asp](http://www.opm.gov/oca/11tables/locdef.asp) for definitions of locality pay areas.)

**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2011**

#### Annual Rates by Grade and Step

<table>
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<tr>
<th>Grade</th>
<th>Step 1</th>
<th>Step 2</th>
<th>Step 3</th>
<th>Step 4</th>
<th>Step 5</th>
<th>Step 6</th>
<th>Step 7</th>
<th>Step 8</th>
<th>Step 9</th>
<th>Step 10</th>
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* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).