

**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> for definitions of locality pay areas.)  
**RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2011**

*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   | 15.29    | 15.72    | 16.14    | 16.57    | 16.99    | 17.42    | 17.84    | 18.27    | 18.69    | 19.12    |
|       | O   | 22.94    | 23.58    | 24.21    | 24.86    | 25.49    | 26.13    | 26.76    | 27.41    | 28.04    | 28.68    |
| 4     | B   | 17.17    | 17.65    | 18.12    | 18.60    | 19.08    | 19.55    | 20.03    | 20.51    | 20.98    | 21.46    |
|       | O   | 25.76    | 26.48    | 27.18    | 27.90    | 28.62    | 29.33    | 30.05    | 30.77    | 31.47    | 32.19    |
| 5     | B   | 19.74    | 20.27    | 20.81    | 21.34    | 21.87    | 22.41    | 22.94    | 23.47    | 24.01    | 24.54    |
|       | O   | 29.61    | 30.41    | 31.22    | 32.01    | 32.81    | 33.62    | 34.41    | 35.21    | 36.02    | 36.81    |
| 6     | B   | 20.82    | 21.41    | 22.01    | 22.60    | 23.20    | 23.79    | 24.38    | 24.98    | 25.57    | 26.17    |
|       | O   | 31.23    | 32.12    | 33.02    | 33.90    | 34.80    | 35.69    | 36.57    | 37.47    | 38.36    | 39.26    |
| 7     | B   | 22.47    | 23.13    | 23.80    | 24.46    | 25.12    | 25.78    | 26.44    | 27.10    | 27.76    | 28.42    |
|       | O   | 33.71    | 34.70    | 35.70    | 36.69    | 37.68    | 38.67    | 39.66    | 40.65    | 41.40    | 41.40    |
| 8     | B   | 23.42    | 24.16    | 24.89    | 25.62    | 26.35    | 27.08    | 27.81    | 28.55    | 29.28    | 30.01    |
|       | O   | 35.13    | 36.24    | 37.34    | 38.43    | 39.53    | 40.62    | 41.40    | 41.40    | 41.40    | 41.40    |
| 9     | B   | 25.06    | 25.87    | 26.68    | 27.49    | 28.30    | 29.10    | 29.91    | 30.72    | 31.53    | 32.34    |
|       | O   | 37.59    | 38.81    | 40.02    | 41.24    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    |
| 10    | B   | 27.60    | 28.49    | 29.38    | 30.27    | 31.16    | 32.05    | 32.94    | 33.83    | 34.72    | 35.62    |
|       | O   | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    |
| 11    | B   | 29.35    | 30.32    | 31.30    | 32.28    | 33.26    | 34.24    | 35.21    | 36.19    | 37.17    | 38.15    |
|       | O   | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    |
| 12    | B   | 35.17    | 36.35    | 37.52    | 38.69    | 39.86    | 41.04    | 42.21    | 43.38    | 44.55    | 45.73    |
|       | O   | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 41.40    | 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)).