

**SALARY TABLE 2013-PHL  
INCORPORATING A LOCALITY PAYMENT OF 21.79%  
FOR THE LOCALITY PAY AREA OF PHILADELPHIA-CAMDEN-VINELAND, PA-NJ-DE-MD  
RATES FROZEN AT 2010 LEVELS**

**EFFECTIVE JANUARY 2013**

*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)).

Applicable locations are shown on the 2013 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2013/locality-pay-area-definitions/>