

**SALARY TABLE 2019-HB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.65%**  
**FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA**  
**TOTAL INCREASE: 1.84%**  
**EFFECTIVE JANUARY 2019**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Title 5 Overtime (O) Rates for FLSA-Exempt Employees 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	\$ 10.65	\$ 11.00	\$ 11.36	\$ 11.71	\$ 12.06	\$ 12.27	\$ 12.62	\$ 12.97	\$ 12.99	\$ 13.32
	O	15.98	16.50	17.04	17.57	18.09	18.41	18.93	19.46	19.49	19.98
2	B	11.97	12.26	12.65	12.99	13.13	13.52	13.91	14.29	14.68	15.06
	O	17.96	18.39	18.98	19.49	19.70	20.28	20.87	21.44	22.02	22.59
3	B	15.67	16.11	16.54	16.98	17.42	17.85	18.29	18.72	19.16	19.59
	O	23.51	24.17	24.81	25.47	26.13	26.78	27.44	28.08	28.74	29.39
4	B	17.59	18.08	18.57	19.06	19.55	20.04	20.52	21.01	21.50	21.99
	O	26.39	27.12	27.86	28.59	29.33	30.06	30.78	31.52	32.25	32.99
5	B	20.23	20.78	21.32	21.87	22.42	22.96	23.51	24.06	24.60	25.15
	O	30.35	31.17	31.98	32.81	33.63	34.44	35.27	36.09	36.90	37.73
6	B	21.33	21.94	22.55	23.16	23.77	24.38	24.99	25.60	26.21	26.82
	O	32.00	32.91	33.83	34.74	35.66	36.57	37.49	38.40	39.32	40.23
7	B	23.03	23.71	24.39	25.06	25.74	26.42	27.09	27.77	28.45	29.13
	O	34.55	35.57	36.59	37.59	38.61	39.63	40.64	41.66	42.44	42.44
8	B	24.00	24.75	25.51	26.25	27.00	27.76	28.51	29.26	30.01	30.76
	O	36.00	37.13	38.27	39.38	40.50	41.64	42.44	42.44	42.44	42.44
9	B	25.68	26.51	27.34	28.17	29.00	29.83	30.66	31.48	32.31	33.14
	O	38.52	39.77	41.01	42.26	42.44	42.44	42.44	42.44	42.44	42.44
10	B	28.29	29.20	30.11	31.02	31.93	32.85	33.76	34.67	35.58	36.49
	O	42.44	42.44	42.44	42.44	42.44	42.44	42.44	42.44	42.44	42.44
11	B	30.07	31.08	32.08	33.08	34.08	35.09	36.09	37.09	38.10	39.10
	O	42.44	42.44	42.44	42.44	42.44	42.44	42.44	42.44	42.44	42.44
12	B	36.05	37.25	38.45	39.65	40.85	42.05	43.26	44.46	45.66	46.86
	O	42.44	42.44	42.44	42.44	42.44	42.44	43.26	44.46	45.66	46.86
13	B	42.86	44.29	45.72	47.15	48.58	50.01	51.44	52.86	54.29	55.72
	O	42.86	44.29	45.72	47.15	48.58	50.01	51.44	52.86	54.29	55.72
14	B	50.65	52.34	54.03	55.72	57.41	59.09	60.78	62.47	64.16	65.85
	O	50.65	52.34	54.03	55.72	57.41	59.09	60.78	62.47	64.16	65.85
15	B	59.58	61.57	63.55	65.54	67.52	69.51	71.50	73.48	75.47	77.45
	O	59.58	61.57	63.55	65.54	67.52	69.51	71.50	73.48	75.47	77.45

NOTE: Locality rates for "law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>