

**SALARY TABLE 2020-HB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.20%**  
**FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA**  
**TOTAL INCREASE: 3.08%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 10.97	\$ 11.34	\$ 11.71	\$ 12.07	\$ 12.44	\$ 12.65	\$ 13.01	\$ 13.37	\$ 13.39	\$ 13.73
	O	16.46	17.01	17.57	18.11	18.66	18.98	19.52	20.06	20.09	20.60
2	B	12.34	12.63	13.04	13.39	13.54	13.94	14.33	14.73	15.13	15.53
	O	18.51	18.95	19.56	20.09	20.31	20.91	21.50	22.10	22.70	23.30
3	B	16.16	16.61	17.05	17.50	17.95	18.40	18.85	19.30	19.75	20.19
	O	24.24	24.92	25.58	26.25	26.93	27.60	28.28	28.95	29.63	30.29
4	B	18.14	18.64	19.14	19.65	20.15	20.66	21.16	21.66	22.17	22.67
	O	27.21	27.96	28.71	29.48	30.23	30.99	31.74	32.49	33.26	34.01
5	B	20.86	21.42	21.99	22.55	23.11	23.68	24.24	24.80	25.37	25.93
	O	31.29	32.13	32.99	33.83	34.67	35.52	36.36	37.20	38.06	38.90
6	B	21.99	22.62	23.25	23.88	24.51	25.13	25.76	26.39	27.02	27.65
	O	32.99	33.93	34.88	35.82	36.77	37.70	38.64	39.59	40.53	41.48
7	B	23.74	24.44	25.14	25.83	26.53	27.23	27.93	28.63	29.32	30.02
	O	35.61	36.66	37.71	38.75	39.80	40.85	41.90	42.95	43.74	43.74
8	B	24.75	25.52	26.29	27.07	27.84	28.61	29.38	30.16	30.93	31.70
	O	37.13	38.28	39.44	40.61	41.76	42.92	43.74	43.74	43.74	43.74
9	B	26.48	27.33	28.19	29.04	29.89	30.75	31.60	32.46	33.31	34.16
	O	39.72	41.00	42.29	43.56	43.74	43.74	43.74	43.74	43.74	43.74
10	B	29.16	30.10	31.04	31.98	32.92	33.86	34.80	35.74	36.68	37.62
	O	43.74	43.74	43.74	43.74	43.74	43.74	43.74	43.74	43.74	43.74
11	B	31.00	32.03	33.07	34.10	35.13	36.17	37.20	38.23	39.27	40.30
	O	43.74	43.74	43.74	43.74	43.74	43.74	43.74	43.74	43.74	43.74
12	B	37.16	38.40	39.64	40.87	42.11	43.35	44.59	45.83	47.07	48.31
	O	43.74	43.74	43.74	43.74	43.74	43.74	44.59	45.83	47.07	48.31
13	B	44.18	45.66	47.13	48.60	50.08	51.55	53.02	54.50	55.97	57.44
	O	44.18	45.66	47.13	48.60	50.08	51.55	53.02	54.50	55.97	57.44
14	B	52.21	53.95	55.69	57.43	59.17	60.91	62.66	64.40	66.14	67.88
	O	52.21	53.95	55.69	57.43	59.17	60.91	62.66	64.40	66.14	67.88
15	B	61.42	63.46	65.51	67.56	69.61	71.65	73.70	75.75	77.80	79.84
	O	61.42	63.46	65.51	67.56	69.61	71.65	73.70	75.75	77.80	79.84

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 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>