

Salary Table 2023-HB (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 18.59%
For the Locality Pay Area of Harrisburg-Lebanon, PA
Total Increase: 4.71%
Effective January 2023

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	\$ 11.93	\$ 12.33	\$ 12.73	\$ 13.12	\$ 13.52	\$ 13.75	\$ 14.15	\$ 14.54	\$ 14.56	\$ 14.93
	O	17.90	18.50	19.10	19.68	20.28	20.63	21.23	21.81	21.84	22.40
2	B	13.42	13.74	14.18	14.56	14.72	15.15	15.59	16.02	16.45	16.89
	O	20.13	20.61	21.27	21.84	22.08	22.73	23.39	24.03	24.68	25.34
3	B	17.57	18.06	18.54	19.03	19.52	20.01	20.50	20.99	21.47	21.96
	O	26.36	27.09	27.81	28.55	29.28	30.02	30.75	31.49	32.21	32.94
4	B	19.72	20.27	20.82	21.36	21.91	22.46	23.01	23.55	24.10	24.65
	O	29.58	30.41	31.23	32.04	32.87	33.69	34.52	35.33	36.15	36.98
5	B	22.68	23.29	23.90	24.52	25.13	25.74	26.36	26.97	27.58	28.20
	O	34.02	34.94	35.85	36.78	37.70	38.61	39.54	40.46	41.37	42.30
6	B	23.91	24.59	25.28	25.96	26.64	27.33	28.01	28.69	29.38	30.06
	O	35.87	36.89	37.92	38.94	39.96	41.00	42.02	43.04	44.07	45.09
7	B	25.81	26.57	27.33	28.09	28.85	29.61	30.37	31.13	31.89	32.64
	O	38.72	39.86	41.00	42.14	43.28	44.42	45.56	46.70	47.55	47.55
8	B	26.91	27.75	28.59	29.43	30.27	31.11	31.95	32.79	33.63	34.47
	O	40.37	41.63	42.89	44.15	45.41	46.67	47.55	47.55	47.55	47.55
9	B	28.79	29.72	30.64	31.57	32.50	33.43	34.36	35.29	36.22	37.14
	O	43.19	44.58	45.96	47.36	47.55	47.55	47.55	47.55	47.55	47.55
10	B	31.70	32.72	33.75	34.77	35.79	36.82	37.84	38.86	39.88	40.91
	O	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55
11	B	33.71	34.83	35.95	37.08	38.20	39.32	40.45	41.57	42.69	43.82
	O	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55	47.55
12	B	40.40	41.75	43.09	44.44	45.79	47.13	48.48	49.83	51.17	52.52
	O	47.55	47.55	47.55	47.55	47.55	47.55	48.48	49.83	51.17	52.52
13	B	48.04	49.64	51.24	52.85	54.45	56.05	57.65	59.25	60.85	62.45
	O	48.04	49.64	51.24	52.85	54.45	56.05	57.65	59.25	60.85	62.45
14	B	56.77	58.66	60.56	62.45	64.34	66.23	68.12	70.02	71.91	73.80
	O	56.77	58.66	60.56	62.45	64.34	66.23	68.12	70.02	71.91	73.80
15	B	66.78	69.00	71.23	73.45	75.68	77.91	80.13	82.36	84.58	86.81
	O	66.78	69.00	71.23	73.45	75.68	77.91	80.13	82.36	84.58	86.81

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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>