

**Salary Table 2024-HB (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 19.10%**  
**For the Locality Pay Area of Harrisburg-Lebanon, PA**  
**Total Increase: 5.15%**  
**Effective January 2024**

*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	\$ 12.55	\$ 12.97	\$ 13.38	\$ 13.80	\$ 14.22	\$ 14.46	\$ 14.87	\$ 15.29	\$ 15.31	\$ 15.69
	O	18.83	19.46	20.07	20.70	21.33	21.69	22.31	22.94	22.97	23.54
2	B	14.11	14.44	14.91	15.31	15.48	15.93	16.39	16.85	17.30	17.76
	O	21.17	21.66	22.37	22.97	23.22	23.90	24.59	25.28	25.95	26.64
3	B	18.47	18.99	19.50	20.01	20.52	21.04	21.55	22.06	22.58	23.09
	O	27.71	28.49	29.25	30.02	30.78	31.56	32.33	33.09	33.87	34.64
4	B	20.74	21.31	21.89	22.46	23.04	23.61	24.19	24.77	25.34	25.92
	O	31.11	31.97	32.84	33.69	34.56	35.42	36.29	37.16	38.01	38.88
5	B	23.84	24.49	25.13	25.78	26.42	27.06	27.71	28.35	29.00	29.64
	O	35.76	36.74	37.70	38.67	39.63	40.59	41.57	42.53	43.50	44.46
6	B	25.14	25.86	26.58	27.30	28.02	28.74	29.45	30.17	30.89	31.61
	O	37.71	38.79	39.87	40.95	42.03	43.11	44.18	45.26	46.34	47.42
7	B	27.14	27.94	28.74	29.54	30.34	31.13	31.93	32.73	33.53	34.33
	O	40.71	41.91	43.11	44.31	45.51	46.70	47.90	49.10	50.00	50.00
8	B	28.29	29.17	30.06	30.94	31.83	32.71	33.59	34.48	35.36	36.25
	O	42.44	43.76	45.09	46.41	47.75	49.07	50.00	50.00	50.00	50.00
9	B	30.27	31.25	32.22	33.20	34.18	35.15	36.13	37.11	38.08	39.06
	O	45.41	46.88	48.33	49.80	50.00	50.00	50.00	50.00	50.00	50.00
10	B	33.33	34.41	35.48	36.56	37.63	38.71	39.79	40.86	41.94	43.01
	O	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00
11	B	35.44	36.62	37.81	38.99	40.17	41.35	42.53	43.71	44.89	46.07
	O	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00	50.00
12	B	42.48	43.90	45.31	46.73	48.15	49.56	50.98	52.39	53.81	55.22
	O	50.00	50.00	50.00	50.00	50.00	50.00	50.98	52.39	53.81	55.22
13	B	50.52	52.20	53.88	55.57	57.25	58.94	60.62	62.30	63.99	65.67
	O	50.52	52.20	53.88	55.57	57.25	58.94	60.62	62.30	63.99	65.67
14	B	59.69	61.68	63.67	65.66	67.65	69.64	71.63	73.62	75.61	77.60
	O	59.69	61.68	63.67	65.66	67.65	69.64	71.63	73.62	75.61	77.60
15	B	70.22	72.56	74.90	77.24	79.58	81.92	84.26	86.60	88.94	91.28
	O	70.22	72.56	74.90	77.24	79.58	81.92	84.26	86.60	88.94	91.28

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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>