

Salary Table 2025-HB (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 19.43%
For the Locality Pay Area of Harrisburg-Lebanon, PA
Total Increase: 1.98%
Effective January 2025

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	\$ 12.80	\$ 13.22	\$ 13.65	\$ 14.07	\$ 14.50	\$ 14.75	\$ 15.17	\$ 15.59	\$ 15.61	\$ 16.01
	O	19.20	19.83	20.48	21.11	21.75	22.13	22.76	23.39	23.42	24.02
2	B	14.39	14.73	15.21	15.61	15.78	16.25	16.71	17.18	17.64	18.10
	O	21.59	22.10	22.82	23.42	23.67	24.38	25.07	25.77	26.46	27.15
3	B	18.84	19.36	19.88	20.41	20.93	21.45	21.98	22.50	23.02	23.54
	O	28.26	29.04	29.82	30.62	31.40	32.18	32.97	33.75	34.53	35.31
4	B	21.15	21.74	22.32	22.91	23.50	24.09	24.68	25.26	25.85	26.44
	O	31.73	32.61	33.48	34.37	35.25	36.14	37.02	37.89	38.78	39.66
5	B	24.32	24.97	25.63	26.29	26.94	27.60	28.26	28.91	29.57	30.23
	O	36.48	37.46	38.45	39.44	40.41	41.40	42.39	43.37	44.36	45.35
6	B	25.64	26.37	27.11	27.84	28.57	29.30	30.04	30.77	31.50	32.23
	O	38.46	39.56	40.67	41.76	42.86	43.95	45.06	46.16	47.25	48.35
7	B	27.68	28.49	29.31	30.12	30.94	31.75	32.57	33.38	34.20	35.01
	O	41.52	42.74	43.97	45.18	46.41	47.63	48.86	50.07	50.99	50.99
8	B	28.85	29.75	30.66	31.56	32.46	33.36	34.26	35.16	36.07	36.97
	O	43.28	44.63	45.99	47.34	48.69	50.04	50.99	50.99	50.99	50.99
9	B	30.87	31.87	32.86	33.86	34.85	35.85	36.84	37.84	38.84	39.83
	O	46.31	47.81	49.29	50.79	50.99	50.99	50.99	50.99	50.99	50.99
10	B	33.99	35.09	36.19	37.28	38.38	39.48	40.57	41.67	42.77	43.86
	O	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99
11	B	36.15	37.35	38.55	39.76	40.96	42.17	43.37	44.58	45.78	46.99
	O	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99
12	B	43.32	44.77	46.21	47.66	49.10	50.55	51.99	53.43	54.88	56.32
	O	50.99	50.99	50.99	50.99	50.99	50.99	51.99	53.43	54.88	56.32
13	B	51.52	53.23	54.95	56.67	58.39	60.10	61.82	63.54	65.26	66.97
	O	51.52	53.23	54.95	56.67	58.39	60.10	61.82	63.54	65.26	66.97
14	B	60.88	62.91	64.94	66.97	68.99	71.02	73.05	75.08	77.11	79.14
	O	60.88	62.91	64.94	66.97	68.99	71.02	73.05	75.08	77.11	79.14
15	B	71.61	74.00	76.38	78.77	81.16	83.54	85.93	88.32	90.70	93.09
	O	71.61	74.00	76.38	78.77	81.16	83.54	85.93	88.32	90.70	93.09

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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>