

SALARY TABLE 2018-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 16.15%
FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA
TOTAL INCREASE: 1.86%
EFFECTIVE JANUARY 2018

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	\$ 10.45	\$ 10.80	\$ 11.15	\$ 11.50	\$ 11.85	\$ 12.05	\$ 12.39	\$ 12.74	\$ 12.75	\$ 13.08
	O	15.68	16.20	16.73	17.25	17.78	18.08	18.59	19.11	19.13	19.62
2	B	11.75	12.03	12.42	12.75	12.90	13.28	13.66	14.04	14.42	14.80
	O	17.63	18.05	18.63	19.13	19.35	19.92	20.49	21.06	21.63	22.20
3	B	15.39	15.82	16.24	16.67	17.10	17.53	17.95	18.38	18.81	19.24
	O	23.09	23.73	24.36	25.01	25.65	26.30	26.93	27.57	28.22	28.86
4	B	17.28	17.76	18.24	18.72	19.20	19.68	20.16	20.63	21.11	21.59
	O	25.92	26.64	27.36	28.08	28.80	29.52	30.24	30.95	31.67	32.39
5	B	19.87	20.41	20.94	21.48	22.02	22.55	23.09	23.63	24.16	24.70
	O	29.81	30.62	31.41	32.22	33.03	33.83	34.64	35.45	36.24	37.05
6	B	20.95	21.55	22.14	22.74	23.34	23.94	24.54	25.14	25.73	26.33
	O	31.43	32.33	33.21	34.11	35.01	35.91	36.81	37.71	38.60	39.50
7	B	22.61	23.28	23.94	24.61	25.27	25.94	26.60	27.27	27.93	28.60
	O	33.92	34.92	35.91	36.92	37.91	38.91	39.90	40.91	41.67	41.67
8	B	23.57	24.31	25.05	25.78	26.52	27.26	27.99	28.73	29.47	30.20
	O	35.36	36.47	37.58	38.67	39.78	40.89	41.67	41.67	41.67	41.67
9	B	25.22	26.04	26.85	27.66	28.48	29.29	30.10	30.92	31.73	32.54
	O	37.83	39.06	40.28	41.49	41.67	41.67	41.67	41.67	41.67	41.67
10	B	27.78	28.67	29.57	30.46	31.36	32.26	33.15	34.05	34.94	35.84
	O	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67
11	B	29.53	30.52	31.50	32.48	33.47	34.45	35.44	36.42	37.41	38.39
	O	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67	41.67
12	B	35.40	36.58	37.76	38.94	40.12	41.30	42.48	43.66	44.83	46.01
	O	41.67	41.67	41.67	41.67	41.67	41.67	42.48	43.66	44.83	46.01
13	B	42.09	43.49	44.90	46.30	47.70	49.11	50.51	51.91	53.31	54.72
	O	42.09	43.49	44.90	46.30	47.70	49.11	50.51	51.91	53.31	54.72
14	B	49.74	51.40	53.05	54.71	56.37	58.03	59.69	61.34	63.00	64.66
	O	49.74	51.40	53.05	54.71	56.37	58.03	59.69	61.34	63.00	64.66
15	B	58.51	60.46	62.41	64.36	66.31	68.26	70.21	72.16	74.11	76.06
	O	58.51	60.46	62.41	64.36	66.31	68.26	70.21	72.16	74.11	76.06

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 2018 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>