

SALARY TABLE 2019-HB
INCORPORATING A LOCALITY PAYMENT OF 16.15%
FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA
APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019
EFFECTIVE JANUARY 2019

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	12.83	13.25	13.68	14.11	14.54	14.96	15.39	15.82	16.24	16.67
	O	19.25	19.88	20.52	21.17	21.81	22.44	23.09	23.73	24.36	25.01
4	B	14.40	14.88	15.36	15.84	16.32	16.80	17.28	17.76	18.24	18.72
	O	21.60	22.32	23.04	23.76	24.48	25.20	25.92	26.64	27.36	28.08
5	B	16.11	16.65	17.18	17.72	18.26	18.79	19.33	19.87	20.41	20.94
	O	24.17	24.98	25.77	26.58	27.39	28.19	29.00	29.81	30.62	31.41
6	B	17.96	18.55	19.15	19.75	20.35	20.95	21.55	22.14	22.74	23.34
	O	26.94	27.83	28.73	29.63	30.53	31.43	32.33	33.21	34.11	35.01
7	B	19.95	20.62	21.28	21.95	22.61	23.28	23.94	24.61	25.27	25.94
	O	29.93	30.93	31.92	32.93	33.92	34.92	35.91	36.92	37.91	38.91
8	B	22.10	22.84	23.57	24.31	25.05	25.78	26.52	27.26	27.99	28.73
	O	33.15	34.26	35.36	36.47	37.58	38.67	39.78	40.32	40.32	40.32
9	B	24.41	25.22	26.04	26.85	27.66	28.48	29.29	30.10	30.92	31.73
	O	36.62	37.83	39.06	40.28	40.32	40.32	40.32	40.32	40.32	40.32
10	B	26.88	27.78	28.67	29.57	30.46	31.36	32.26	33.15	34.05	34.94
	O	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32
11	B	29.53	30.52	31.50	32.48	33.47	34.45	35.44	36.42	37.41	38.39
	O	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32	40.32
12	B	35.40	36.58	37.76	38.94	40.12	41.30	42.48	43.66	44.83	46.01
	O	40.32	40.32	40.32	40.32	40.32	41.30	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

Applicable locations are shown on the 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>