

**SALARY TABLE 2019-HB**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.65%**  
**FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA**  
**TOTAL INCREASE: 1.84%**  
**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	\$ 10.65	\$ 11.00	\$ 11.36	\$ 11.71	\$ 12.06	\$ 12.27	\$ 12.62	\$ 12.97	\$ 12.99	\$ 13.32
	O	15.98	16.50	17.04	17.57	18.09	18.41	18.93	19.46	19.49	19.98
2	B	11.97	12.26	12.65	12.99	13.13	13.52	13.91	14.29	14.68	15.06
	O	17.96	18.39	18.98	19.49	19.70	20.28	20.87	21.44	22.02	22.59
3	B	13.06	13.50	13.93	14.37	14.80	15.24	15.67	16.11	16.54	16.98
	O	19.59	20.25	20.90	21.56	22.20	22.86	23.51	24.17	24.81	25.47
4	B	14.66	15.15	15.64	16.13	16.62	17.10	17.59	18.08	18.57	19.06
	O	21.99	22.73	23.46	24.20	24.93	25.65	26.39	27.12	27.86	28.59
5	B	16.40	16.95	17.50	18.04	18.59	19.14	19.68	20.23	20.78	21.32
	O	24.60	25.43	26.25	27.06	27.89	28.71	29.52	30.35	31.17	31.98
6	B	18.29	18.90	19.51	20.12	20.73	21.33	21.94	22.55	23.16	23.77
	O	27.44	28.35	29.27	30.18	31.10	32.00	32.91	33.83	34.74	35.66
7	B	20.32	21.00	21.68	22.35	23.03	23.71	24.39	25.06	25.74	26.42
	O	30.48	31.50	32.52	33.53	34.55	35.57	36.59	37.59	38.61	39.63
8	B	22.50	23.25	24.00	24.75	25.51	26.25	27.00	27.76	28.51	29.26
	O	33.75	34.88	36.00	37.13	38.27	39.38	40.50	41.06	41.06	41.06
9	B	24.86	25.68	26.51	27.34	28.17	29.00	29.83	30.66	31.48	32.31
	O	37.29	38.52	39.77	41.01	41.06	41.06	41.06	41.06	41.06	41.06
10	B	27.37	28.29	29.20	30.11	31.02	31.93	32.85	33.76	34.67	35.58
	O	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06
11	B	30.07	31.08	32.08	33.08	34.08	35.09	36.09	37.09	38.10	39.10
	O	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06	41.06
12	B	36.05	37.25	38.45	39.65	40.85	42.05	43.26	44.46	45.66	46.86
	O	41.06	41.06	41.06	41.06	41.06	42.05	43.26	44.46	45.66	46.86
13	B	42.86	44.29	45.72	47.15	48.58	50.01	51.44	52.86	54.29	55.72
	O	42.86	44.29	45.72	47.15	48.58	50.01	51.44	52.86	54.29	55.72
14	B	50.65	52.34	54.03	55.72	57.41	59.09	60.78	62.47	64.16	65.85
	O	50.65	52.34	54.03	55.72	57.41	59.09	60.78	62.47	64.16	65.85
15	B	59.58	61.57	63.55	65.54	67.52	69.51	71.50	73.48	75.47	77.45
	O	59.58	61.57	63.55	65.54	67.52	69.51	71.50	73.48	75.47	77.45

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/>