

SALARY TABLE 2020-HB
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.20%
FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA
TOTAL INCREASE: 3.08%
EFFECTIVE JANUARY 2020

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	\$ 10.97	\$ 11.34	\$ 11.71	\$ 12.07	\$ 12.44	\$ 12.65	\$ 13.01	\$ 13.37	\$ 13.39	\$ 13.73
	O	16.46	17.01	17.57	18.11	18.66	18.98	19.52	20.06	20.09	20.60
2	B	12.34	12.63	13.04	13.39	13.54	13.94	14.33	14.73	15.13	15.53
	O	18.51	18.95	19.56	20.09	20.31	20.91	21.50	22.10	22.70	23.30
3	B	13.46	13.91	14.36	14.81	15.26	15.71	16.16	16.61	17.05	17.50
	O	20.19	20.87	21.54	22.22	22.89	23.57	24.24	24.92	25.58	26.25
4	B	15.11	15.62	16.12	16.63	17.13	17.63	18.14	18.64	19.14	19.65
	O	22.67	23.43	24.18	24.95	25.70	26.45	27.21	27.96	28.71	29.48
5	B	16.91	17.47	18.04	18.60	19.17	19.73	20.29	20.86	21.42	21.99
	O	25.37	26.21	27.06	27.90	28.76	29.60	30.44	31.29	32.13	32.99
6	B	18.85	19.48	20.11	20.74	21.36	21.99	22.62	23.25	23.88	24.51
	O	28.28	29.22	30.17	31.11	32.04	32.99	33.93	34.88	35.82	36.77
7	B	20.95	21.65	22.34	23.04	23.74	24.44	25.14	25.83	26.53	27.23
	O	31.43	32.48	33.51	34.56	35.61	36.66	37.71	38.75	39.80	40.85
8	B	23.20	23.97	24.75	25.52	26.29	27.07	27.84	28.61	29.38	30.16
	O	34.80	35.96	37.13	38.28	39.44	40.61	41.76	42.33	42.33	42.33
9	B	25.62	26.48	27.33	28.19	29.04	29.89	30.75	31.60	32.46	33.31
	O	38.43	39.72	41.00	42.29	42.33	42.33	42.33	42.33	42.33	42.33
10	B	28.22	29.16	30.10	31.04	31.98	32.92	33.86	34.80	35.74	36.68
	O	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33
11	B	31.00	32.03	33.07	34.10	35.13	36.17	37.20	38.23	39.27	40.30
	O	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33	42.33
12	B	37.16	38.40	39.64	40.87	42.11	43.35	44.59	45.83	47.07	48.31
	O	42.33	42.33	42.33	42.33	42.33	43.35	44.59	45.83	47.07	48.31
13	B	44.18	45.66	47.13	48.60	50.08	51.55	53.02	54.50	55.97	57.44
	O	44.18	45.66	47.13	48.60	50.08	51.55	53.02	54.50	55.97	57.44
14	B	52.21	53.95	55.69	57.43	59.17	60.91	62.66	64.40	66.14	67.88
	O	52.21	53.95	55.69	57.43	59.17	60.91	62.66	64.40	66.14	67.88
15	B	61.42	63.46	65.51	67.56	69.61	71.65	73.70	75.75	77.80	79.84
	O	61.42	63.46	65.51	67.56	69.61	71.65	73.70	75.75	77.80	79.84

Applicable locations are shown on the 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>