

**SALARY TABLE 2021-HB**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 17.20%**  
**FOR THE LOCALITY PAY AREA OF HARRISBURG-LEBANON, PA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*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	\$ 11.08	\$ 11.46	\$ 11.82	\$ 12.19	\$ 12.56	\$ 12.78	\$ 13.14	\$ 13.51	\$ 13.52	\$ 13.87
	O	16.62	17.19	17.73	18.29	18.84	19.17	19.71	20.27	20.28	20.81
2	B	12.46	12.76	13.17	13.52	13.67	14.08	14.48	14.88	15.28	15.68
	O	18.69	19.14	19.76	20.28	20.51	21.12	21.72	22.32	22.92	23.52
3	B	13.60	14.05	14.51	14.96	15.41	15.86	16.32	16.77	17.22	17.68
	O	20.40	21.08	21.77	22.44	23.12	23.79	24.48	25.16	25.83	26.52
4	B	15.27	15.77	16.28	16.79	17.30	17.81	18.32	18.83	19.34	19.84
	O	22.91	23.66	24.42	25.19	25.95	26.72	27.48	28.25	29.01	29.76
5	B	17.08	17.65	18.22	18.79	19.36	19.93	20.50	21.07	21.63	22.20
	O	25.62	26.48	27.33	28.19	29.04	29.90	30.75	31.61	32.45	33.30
6	B	19.04	19.67	20.31	20.94	21.58	22.21	22.85	23.48	24.12	24.75
	O	28.56	29.51	30.47	31.41	32.37	33.32	34.28	35.22	36.18	37.13
7	B	21.16	21.86	22.57	23.27	23.98	24.68	25.39	26.09	26.80	27.50
	O	31.74	32.79	33.86	34.91	35.97	37.02	38.09	39.14	40.20	41.25
8	B	23.43	24.21	24.99	25.77	26.55	27.34	28.12	28.90	29.68	30.46
	O	35.15	36.32	37.49	38.66	39.83	41.01	42.18	42.75	42.75	42.75
9	B	25.88	26.74	27.60	28.47	29.33	30.19	31.05	31.92	32.78	33.64
	O	38.82	40.11	41.40	42.71	42.75	42.75	42.75	42.75	42.75	42.75
10	B	28.50	29.45	30.40	31.35	32.30	33.25	34.20	35.15	36.10	37.05
	O	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75
11	B	31.31	32.36	33.40	34.44	35.49	36.53	37.57	38.62	39.66	40.71
	O	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75	42.75
12	B	37.53	38.78	40.03	41.28	42.53	43.79	45.04	46.29	47.54	48.79
	O	42.75	42.75	42.75	42.75	42.75	43.79	45.04	46.29	47.54	48.79
13	B	44.63	46.11	47.60	49.09	50.58	52.07	53.55	55.04	56.53	58.02
	O	44.63	46.11	47.60	49.09	50.58	52.07	53.55	55.04	56.53	58.02
14	B	52.74	54.49	56.25	58.01	59.77	61.52	63.28	65.04	66.80	68.55
	O	52.74	54.49	56.25	58.01	59.77	61.52	63.28	65.04	66.80	68.55
15	B	62.03	64.10	66.17	68.23	70.30	72.37	74.44	76.51	78.57	80.64
	O	62.03	64.10	66.17	68.23	70.30	72.37	74.44	76.51	78.57	80.64

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>