

Salary Table 2023-HB
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 18.59%
For the Locality Pay Area of Harrisburg-Lebanon, PA
Total Increase: 4.71%
Effective January 2023

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 | \$ 11.93 | \$ 12.33 | \$ 12.73 | \$ 13.12 | \$ 13.52 | \$ 13.75 | \$ 14.15 | \$ 14.54 | \$ 14.56 | \$ 14.93 |
| | O | 17.90 | 18.50 | 19.10 | 19.68 | 20.28 | 20.63 | 21.23 | 21.81 | 21.84 | 22.40 |
| 2 | B | 13.42 | 13.74 | 14.18 | 14.56 | 14.72 | 15.15 | 15.59 | 16.02 | 16.45 | 16.89 |
| | O | 20.13 | 20.61 | 21.27 | 21.84 | 22.08 | 22.73 | 23.39 | 24.03 | 24.68 | 25.34 |
| 3 | B | 14.64 | 15.13 | 15.62 | 16.10 | 16.59 | 17.08 | 17.57 | 18.06 | 18.54 | 19.03 |
| | O | 21.96 | 22.70 | 23.43 | 24.15 | 24.89 | 25.62 | 26.36 | 27.09 | 27.81 | 28.55 |
| 4 | B | 16.43 | 16.98 | 17.53 | 18.08 | 18.62 | 19.17 | 19.72 | 20.27 | 20.82 | 21.36 |
| | O | 24.65 | 25.47 | 26.30 | 27.12 | 27.93 | 28.76 | 29.58 | 30.41 | 31.23 | 32.04 |
| 5 | B | 18.39 | 19.00 | 19.61 | 20.23 | 20.84 | 21.45 | 22.07 | 22.68 | 23.29 | 23.90 |
| | O | 27.59 | 28.50 | 29.42 | 30.35 | 31.26 | 32.18 | 33.11 | 34.02 | 34.94 | 35.85 |
| 6 | B | 20.50 | 21.18 | 21.86 | 22.55 | 23.23 | 23.91 | 24.59 | 25.28 | 25.96 | 26.64 |
| | O | 30.75 | 31.77 | 32.79 | 33.83 | 34.85 | 35.87 | 36.89 | 37.92 | 38.94 | 39.96 |
| 7 | B | 22.78 | 23.54 | 24.29 | 25.05 | 25.81 | 26.57 | 27.33 | 28.09 | 28.85 | 29.61 |
| | O | 34.17 | 35.31 | 36.44 | 37.58 | 38.72 | 39.86 | 41.00 | 42.14 | 43.28 | 44.42 |
| 8 | B | 25.22 | 26.06 | 26.91 | 27.75 | 28.59 | 29.43 | 30.27 | 31.11 | 31.95 | 32.79 |
| | O | 37.83 | 39.09 | 40.37 | 41.63 | 42.89 | 44.15 | 45.41 | 46.02 | 46.02 | 46.02 |
| 9 | B | 27.86 | 28.79 | 29.72 | 30.64 | 31.57 | 32.50 | 33.43 | 34.36 | 35.29 | 36.22 |
| | O | 41.79 | 43.19 | 44.58 | 45.96 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 |
| 10 | B | 30.68 | 31.70 | 32.72 | 33.75 | 34.77 | 35.79 | 36.82 | 37.84 | 38.86 | 39.88 |
| | O | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 |
| 11 | B | 33.71 | 34.83 | 35.95 | 37.08 | 38.20 | 39.32 | 40.45 | 41.57 | 42.69 | 43.82 |
| | O | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 |
| 12 | B | 40.40 | 41.75 | 43.09 | 44.44 | 45.79 | 47.13 | 48.48 | 49.83 | 51.17 | 52.52 |
| | O | 46.02 | 46.02 | 46.02 | 46.02 | 46.02 | 47.13 | 48.48 | 49.83 | 51.17 | 52.52 |
| 13 | B | 48.04 | 49.64 | 51.24 | 52.85 | 54.45 | 56.05 | 57.65 | 59.25 | 60.85 | 62.45 |
| | O | 48.04 | 49.64 | 51.24 | 52.85 | 54.45 | 56.05 | 57.65 | 59.25 | 60.85 | 62.45 |
| 14 | B | 56.77 | 58.66 | 60.56 | 62.45 | 64.34 | 66.23 | 68.12 | 70.02 | 71.91 | 73.80 |
| | O | 56.77 | 58.66 | 60.56 | 62.45 | 64.34 | 66.23 | 68.12 | 70.02 | 71.91 | 73.80 |
| 15 | B | 66.78 | 69.00 | 71.23 | 73.45 | 75.68 | 77.91 | 80.13 | 82.36 | 84.58 | 86.81 |
| | O | 66.78 | 69.00 | 71.23 | 73.45 | 75.68 | 77.91 | 80.13 | 82.36 | 84.58 | 86.81 |

Applicable locations are shown on the 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>