

Salary Table 2026-HB
Incorporating the 1% General Schedule Increase and a Locality Payment of 19.43%
For the Locality Pay Area of Harrisburg-Lebanon, PA
Total Increase: 1%
Effective January 2026

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	\$ 12.92	\$ 13.36	\$ 13.79	\$ 14.21	\$ 14.64	\$ 14.89	\$ 15.32	\$ 15.75	\$ 15.77	\$ 16.17
	O	19.38	20.04	20.69	21.32	21.96	22.34	22.98	23.63	23.66	24.26
2	B	14.53	14.88	15.36	15.77	15.94	16.41	16.88	17.35	17.82	18.29
	O	21.80	22.32	23.04	23.66	23.91	24.62	25.32	26.03	26.73	27.44
3	B	15.86	16.38	16.91	17.44	17.97	18.50	19.03	19.56	20.09	20.61
	O	23.79	24.57	25.37	26.16	26.96	27.75	28.55	29.34	30.14	30.92
4	B	17.80	18.39	18.99	19.58	20.17	20.77	21.36	21.95	22.55	23.14
	O	26.70	27.59	28.49	29.37	30.26	31.16	32.04	32.93	33.83	34.71
5	B	19.91	20.58	21.24	21.91	22.57	23.23	23.90	24.56	25.22	25.89
	O	29.87	30.87	31.86	32.87	33.86	34.85	35.85	36.84	37.83	38.84
6	B	22.20	22.94	23.68	24.42	25.16	25.90	26.64	27.38	28.12	28.86
	O	33.30	34.41	35.52	36.63	37.74	38.85	39.96	41.07	42.18	43.29
7	B	24.67	25.49	26.31	27.13	27.96	28.78	29.60	30.42	31.25	32.07
	O	37.01	38.24	39.47	40.70	41.94	43.17	44.40	45.63	46.88	48.11
8	B	27.32	28.23	29.14	30.05	30.96	31.87	32.78	33.69	34.60	35.51
	O	40.98	42.35	43.71	45.08	46.44	47.81	49.17	49.85	49.85	49.85
9	B	30.17	31.18	32.19	33.19	34.20	35.20	36.21	37.22	38.22	39.23
	O	45.26	46.77	48.29	49.79	49.85	49.85	49.85	49.85	49.85	49.85
10	B	33.23	34.33	35.44	36.55	37.66	38.76	39.87	40.98	42.09	43.19
	O	49.85	49.85	49.85	49.85	49.85	49.85	49.85	49.85	49.85	49.85
11	B	36.51	37.72	38.94	40.16	41.38	42.59	43.81	45.03	46.24	47.46
	O	49.85	49.85	49.85	49.85	49.85	49.85	49.85	49.85	49.85	49.85
12	B	43.76	45.22	46.67	48.13	49.59	51.05	52.51	53.97	55.43	56.88
	O	49.85	49.85	49.85	49.85	49.85	51.05	52.51	53.97	55.43	56.88
13	B	52.03	53.77	55.50	57.24	58.97	60.70	62.44	64.17	65.91	67.64
	O	52.03	53.77	55.50	57.24	58.97	60.70	62.44	64.17	65.91	67.64
14	B	61.49	63.54	65.59	67.64	69.69	71.74	73.79	75.84	77.89	79.94
	O	61.49	63.54	65.59	67.64	69.69	71.74	73.79	75.84	77.89	79.94
15	B	72.32	74.74	77.15	79.56	81.97	84.38	86.79	89.20	91.61	94.02
	O	72.32	74.74	77.15	79.56	81.97	84.38	86.79	89.20	91.61	94.02

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>