

Salary Table 2023-RCH (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 21.38%
For the Locality Pay Area of Richmond, VA
Total Increase: 4.74%
Effective January 2023

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 25,489	\$ 26,344	\$ 27,190	\$ 28,035	\$ 28,881	\$ 29,376	\$ 30,215	\$ 31,060	\$ 31,094	\$ 31,890
2	28,660	29,342	30,292	31,094	31,445	32,370	33,295	34,219	35,144	36,069
3	37,528	38,571	39,614	40,656	41,699	42,742	43,784	44,827	45,870	46,912
4	42,125	43,295	44,465	45,635	46,805	47,975	49,146	50,316	51,486	52,656
5	48,443	49,752	51,062	52,372	53,682	54,991	56,301	57,611	58,920	60,230
6	51,077	52,536	53,995	55,454	56,913	58,372	59,831	61,290	62,749	64,208
7	55,138	56,760	58,381	60,003	61,625	63,246	64,868	66,490	68,111	69,733
8	57,472	59,269	61,065	62,861	64,658	66,454	68,251	70,047	71,844	73,640
9	61,494	63,477	65,460	67,444	69,427	71,410	73,394	75,377	77,360	79,344
10	67,718	69,903	72,088	74,272	76,457	78,642	80,827	83,012	85,197	87,381
11	72,001	74,401	76,801	79,200	81,600	84,000	86,399	88,799	91,199	93,599
12	86,300	89,177	92,053	94,930	97,807	100,683	103,560	106,437	109,314	112,190
13	102,622	106,042	109,463	112,883	116,304	119,724	123,145	126,565	129,986	133,406
14	121,268	125,310	129,352	133,394	137,436	141,478	145,520	149,562	153,604	157,646
15	142,643	147,398	152,152	156,907	161,661	166,416	171,170	175,925	180,679	183,500 *

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Note: Locality rates for “law enforcement officers” (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>