

Salary Table 2023-RCH
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

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	\$ 12.21	\$ 12.62	\$ 13.03	\$ 13.43	\$ 13.84	\$ 14.08	\$ 14.48	\$ 14.88	\$ 14.90	\$ 15.28
	O	18.32	18.93	19.55	20.15	20.76	21.12	21.72	22.32	22.35	22.92
2	B	13.73	14.06	14.51	14.90	15.07	15.51	15.95	16.40	16.84	17.28
	O	20.60	21.09	21.77	22.35	22.61	23.27	23.93	24.60	25.26	25.92
3	B	14.98	15.48	15.98	16.48	16.98	17.48	17.98	18.48	18.98	19.48
	O	22.47	23.22	23.97	24.72	25.47	26.22	26.97	27.72	28.47	29.22
4	B	16.82	17.38	17.94	18.50	19.06	19.62	20.18	20.75	21.31	21.87
	O	25.23	26.07	26.91	27.75	28.59	29.43	30.27	31.13	31.97	32.81
5	B	18.82	19.45	20.07	20.70	21.33	21.96	22.58	23.21	23.84	24.47
	O	28.23	29.18	30.11	31.05	32.00	32.94	33.87	34.82	35.76	36.71
6	B	20.98	21.68	22.38	23.08	23.77	24.47	25.17	25.87	26.57	27.27
	O	31.47	32.52	33.57	34.62	35.66	36.71	37.76	38.81	39.86	40.91
7	B	23.31	24.09	24.87	25.64	26.42	27.20	27.97	28.75	29.53	30.30
	O	34.97	36.14	37.31	38.46	39.63	40.80	41.96	43.13	44.30	45.45
8	B	25.82	26.68	27.54	28.40	29.26	30.12	30.98	31.84	32.70	33.56
	O	38.73	40.02	41.31	42.60	43.89	45.18	46.47	47.10	47.10	47.10
9	B	28.51	29.47	30.42	31.37	32.32	33.27	34.22	35.17	36.12	37.07
	O	42.77	44.21	45.63	47.06	47.10	47.10	47.10	47.10	47.10	47.10
10	B	31.40	32.45	33.49	34.54	35.59	36.63	37.68	38.73	39.78	40.82
	O	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10
11	B	34.50	35.65	36.80	37.95	39.10	40.25	41.40	42.55	43.70	44.85
	O	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10	47.10
12	B	41.35	42.73	44.11	45.49	46.86	48.24	49.62	51.00	52.38	53.76
	O	47.10	47.10	47.10	47.10	47.10	48.24	49.62	51.00	52.38	53.76
13	B	49.17	50.81	52.45	54.09	55.73	57.37	59.01	60.64	62.28	63.92
	O	49.17	50.81	52.45	54.09	55.73	57.37	59.01	60.64	62.28	63.92
14	B	58.11	60.04	61.98	63.92	65.85	67.79	69.73	71.66	73.60	75.54
	O	58.11	60.04	61.98	63.92	65.85	67.79	69.73	71.66	73.60	75.54
15	B	68.35	70.63	72.90	75.18	77.46	79.74	82.02	84.30	86.57	87.93
	O	68.35	70.63	72.90	75.18	77.46	79.74	82.02	84.30	86.57	87.93

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

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/>