

**SALARY TABLE 2017-RCH**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.19%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**TOTAL INCREASE: 2.24%**  
**EFFECTIVE JANUARY 2017**

*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	\$ 10.49	\$ 10.84	\$ 11.19	\$ 11.54	\$ 11.89	\$ 12.09	\$ 12.44	\$ 12.78	\$ 12.80	\$ 13.12
	O	15.74	16.26	16.79	17.31	17.84	18.14	18.66	19.17	19.20	19.68
2	B	11.80	12.08	12.47	12.80	12.94	13.32	13.70	14.08	14.46	14.84
	O	17.70	18.12	18.71	19.20	19.41	19.98	20.55	21.12	21.69	22.26
3	B	12.87	13.30	13.73	14.16	14.59	15.02	15.45	15.88	16.30	16.73
	O	19.31	19.95	20.60	21.24	21.89	22.53	23.18	23.82	24.45	25.10
4	B	14.45	14.93	15.41	15.89	16.37	16.86	17.34	17.82	18.30	18.78
	O	21.68	22.40	23.12	23.84	24.56	25.29	26.01	26.73	27.45	28.17
5	B	16.17	16.70	17.24	17.78	18.32	18.86	19.40	19.94	20.48	21.02
	O	24.26	25.05	25.86	26.67	27.48	28.29	29.10	29.91	30.72	31.53
6	B	18.02	18.62	19.22	19.82	20.42	21.02	21.62	22.23	22.83	23.43
	O	27.03	27.93	28.83	29.73	30.63	31.53	32.43	33.35	34.25	35.15
7	B	20.02	20.69	21.36	22.03	22.70	23.36	24.03	24.70	25.37	26.03
	O	30.03	31.04	32.04	33.05	34.05	35.04	36.05	37.05	38.06	39.05
8	B	22.18	22.92	23.65	24.39	25.13	25.87	26.61	27.35	28.09	28.83
	O	33.27	34.38	35.48	36.59	37.70	38.81	39.92	40.46	40.46	40.46
9	B	24.49	25.31	26.13	26.94	27.76	28.58	29.39	30.21	31.03	31.84
	O	36.74	37.97	39.20	40.41	40.46	40.46	40.46	40.46	40.46	40.46
10	B	26.97	27.87	28.77	29.67	30.57	31.47	32.37	33.27	34.17	35.07
	O	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46
11	B	29.63	30.62	31.61	32.60	33.59	34.57	35.56	36.55	37.54	38.52
	O	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46	40.46
12	B	35.52	36.70	37.89	39.07	40.26	41.44	42.63	43.81	44.99	46.18
	O	40.46	40.46	40.46	40.46	40.46	41.44	42.63	43.81	44.99	46.18
13	B	42.24	43.65	45.05	46.46	47.87	49.28	50.69	52.09	53.50	54.91
	O	42.24	43.65	45.05	46.46	47.87	49.28	50.69	52.09	53.50	54.91
14	B	49.91	51.58	53.24	54.90	56.57	58.23	59.90	61.56	63.22	64.89
	O	49.91	51.58	53.24	54.90	56.57	58.23	59.90	61.56	63.22	64.89
15	B	58.71	60.67	62.63	64.58	66.54	68.50	70.45	72.41	74.37	76.33
	O	58.71	60.67	62.63	64.58	66.54	68.50	70.45	72.41	74.37	76.33

Applicable locations are shown on the 2017 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2017/locality-pay-area-definitions/>