

SALARY TABLE 2020-RCH (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
TOTAL INCREASE: 3.09%
EFFECTIVE JANUARY 2020

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	\$ 23,442	\$ 24,228	\$ 25,007	\$ 25,782	\$ 26,562	\$ 27,018	\$ 27,788	\$ 28,565	\$ 28,596	\$ 29,325
2	26,358	26,985	27,858	28,596	28,918	29,768	30,618	31,469	32,319	33,170
3	34,510	35,468	36,426	37,385	38,343	39,302	40,260	41,218	42,177	43,135
4	38,740	39,816	40,892	41,968	43,044	44,120	45,196	46,272	47,348	48,424
5	44,551	45,755	46,959	48,164	49,368	50,572	51,776	52,981	54,185	55,389
6	46,975	48,317	49,659	51,002	52,344	53,686	55,028	56,371	57,713	59,055
7	50,706	52,197	53,688	55,179	56,670	58,161	59,652	61,143	62,634	64,125
8	52,855	54,506	56,158	57,810	59,462	61,113	62,765	64,417	66,068	67,720
9	56,554	58,378	60,203	62,027	63,852	65,676	67,501	69,325	71,150	72,974
10	62,279	64,288	66,298	68,307	70,316	72,325	74,334	76,343	78,353	80,362
11	66,217	68,424	70,631	72,838	75,046	77,253	79,460	81,667	83,874	86,081
12	79,367	82,013	84,660	87,306	89,952	92,598	95,244	97,890	100,536	103,182
13	94,378	97,524	100,670	103,817	106,963	110,109	113,256	116,402	119,548	122,694
14	111,526	115,243	118,960	122,678	126,395	130,112	133,829	137,547	141,264	144,981
15	131,185	135,558	139,931	144,305	148,678	153,051	157,425	161,798	166,172	170,545

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 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>