

Salary Table 2025-RCH (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.28%
For the Locality Pay Area of Richmond, VA
Total Increase: 2.01%
Effective January 2025

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	\$ 27,342	\$ 28,259	\$ 29,167	\$ 30,074	\$ 30,981	\$ 31,512	\$ 32,412	\$ 33,318	\$ 33,354	\$ 34,202
2	30,744	31,475	32,493	33,354	33,728	34,720	35,712	36,704	37,695	38,687
3	40,252	41,370	42,487	43,605	44,723	45,840	46,958	48,076	49,193	50,311
4	45,191	46,447	47,703	48,958	50,214	51,470	52,726	53,982	55,238	56,493
5	51,957	53,361	54,764	56,168	57,572	58,976	60,379	61,783	63,187	64,591
6	54,790	56,355	57,920	59,486	61,051	62,616	64,181	65,746	67,311	68,877
7	59,148	60,888	62,628	64,368	66,108	67,848	69,588	71,328	73,068	74,808
8	61,650	63,577	65,504	67,431	69,358	71,286	73,213	75,140	77,067	78,994
9	65,964	68,092	70,219	72,347	74,475	76,602	78,730	80,858	82,985	85,113
10	72,640	74,983	77,326	79,669	82,012	84,355	86,698	89,041	91,384	93,726
11	77,236	79,810	82,384	84,958	87,532	90,106	92,680	95,254	97,828	100,402
12	92,573	95,660	98,746	101,832	104,919	108,005	111,091	114,178	117,264	120,350
13	110,083	113,752	117,422	121,091	124,761	128,431	132,100	135,770	139,440	143,109
14	130,084	134,420	138,756	143,092	147,428	151,764	156,100	160,436	164,772	169,108
15	153,013	158,113	163,213	168,314	173,414	178,514	183,614	188,715	193,815	195,200 *

* 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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>