

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

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	\$ 13.10	\$ 13.54	\$ 13.98	\$ 14.41	\$ 14.84	\$ 15.10	\$ 15.53	\$ 15.96	\$ 15.98	\$ 16.39
	O	19.65	20.31	20.97	21.62	22.26	22.65	23.30	23.94	23.97	24.59
2	B	14.73	15.08	15.57	15.98	16.16	16.64	17.11	17.59	18.06	18.54
	O	22.10	22.62	23.36	23.97	24.24	24.96	25.67	26.39	27.09	27.81
3	B	19.29	19.82	20.36	20.89	21.43	21.96	22.50	23.04	23.57	24.11
	O	28.94	29.73	30.54	31.34	32.15	32.94	33.75	34.56	35.36	36.17
4	B	21.65	22.26	22.86	23.46	24.06	24.66	25.26	25.87	26.47	27.07
	O	32.48	33.39	34.29	35.19	36.09	36.99	37.89	38.81	39.71	40.61
5	B	24.90	25.57	26.24	26.91	27.59	28.26	28.93	29.60	30.28	30.95
	O	37.35	38.36	39.36	40.37	41.39	42.39	43.40	44.40	45.42	46.43
6	B	26.25	27.00	27.75	28.50	29.25	30.00	30.75	31.50	32.25	33.00
	O	39.38	40.50	41.63	42.75	43.88	45.00	46.13	47.25	48.38	49.50
7	B	28.34	29.17	30.01	30.84	31.68	32.51	33.34	34.18	35.01	35.84
	O	42.51	43.76	45.02	46.26	47.52	48.77	50.01	51.27	52.22	52.22
8	B	29.54	30.46	31.39	32.31	33.23	34.16	35.08	36.00	36.93	37.85
	O	44.31	45.69	47.09	48.47	49.85	51.24	52.22	52.22	52.22	52.22
9	B	31.61	32.63	33.65	34.67	35.69	36.70	37.72	38.74	39.76	40.78
	O	47.42	48.95	50.48	52.01	52.22	52.22	52.22	52.22	52.22	52.22
10	B	34.81	35.93	37.05	38.17	39.30	40.42	41.54	42.66	43.79	44.91
	O	52.22	52.22	52.22	52.22	52.22	52.22	52.22	52.22	52.22	52.22
11	B	37.01	38.24	39.47	40.71	41.94	43.17	44.41	45.64	46.87	48.11
	O	52.22	52.22	52.22	52.22	52.22	52.22	52.22	52.22	52.22	52.22
12	B	44.36	45.84	47.31	48.79	50.27	51.75	53.23	54.71	56.19	57.67
	O	52.22	52.22	52.22	52.22	52.22	52.22	53.23	54.71	56.19	57.67
13	B	52.75	54.51	56.26	58.02	59.78	61.54	63.30	65.06	66.81	68.57
	O	52.75	54.51	56.26	58.02	59.78	61.54	63.30	65.06	66.81	68.57
14	B	62.33	64.41	66.49	68.56	70.64	72.72	74.80	76.87	78.95	81.03
	O	62.33	64.41	66.49	68.56	70.64	72.72	74.80	76.87	78.95	81.03
15	B	73.32	75.76	78.20	80.65	83.09	85.54	87.98	90.42	92.87	93.53
	O	73.32	75.76	78.20	80.65	83.09	85.54	87.98	90.42	92.87	93.53

* 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. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

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/>