

**SALARY TABLE 2019-RCH (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.38%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**TOTAL INCREASE: 1.90%**  
**EFFECTIVE JANUARY 2019**

*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	\$ 10.90	\$ 11.26	\$ 11.62	\$ 11.98	\$ 12.35	\$ 12.56	\$ 12.92	\$ 13.28	\$ 13.29	\$ 13.63
	O	16.35	16.89	17.43	17.97	18.53	18.84	19.38	19.92	19.94	20.45
2	B	12.25	12.54	12.95	13.29	13.44	13.84	14.23	14.63	15.02	15.42
	O	18.38	18.81	19.43	19.94	20.16	20.76	21.35	21.95	22.53	23.13
3	B	16.04	16.49	16.93	17.38	17.82	18.27	18.71	19.16	19.61	20.05
	O	24.06	24.74	25.40	26.07	26.73	27.41	28.07	28.74	29.42	30.08
4	B	18.01	18.51	19.01	19.51	20.01	20.51	21.01	21.51	22.00	22.51
	O	27.02	27.77	28.52	29.27	30.02	30.77	31.52	32.27	33.00	33.77
5	B	20.70	21.26	21.82	22.38	22.94	23.50	24.06	24.62	25.18	25.74
	O	31.05	31.89	32.73	33.57	34.41	35.25	36.09	36.93	37.77	38.61
6	B	21.83	22.46	23.08	23.71	24.33	24.95	25.58	26.20	26.83	27.45
	O	32.75	33.69	34.62	35.57	36.50	37.43	38.37	39.30	40.25	41.18
7	B	23.57	24.26	24.96	25.65	26.34	27.04	27.73	28.42	29.12	29.81
	O	35.36	36.39	37.44	38.48	39.51	40.56	41.60	42.63	43.43	43.43
8	B	24.57	25.33	26.10	26.87	27.64	28.40	29.17	29.94	30.71	31.48
	O	36.86	38.00	39.15	40.31	41.46	42.60	43.43	43.43	43.43	43.43
9	B	26.29	27.13	27.98	28.83	29.68	30.52	31.37	32.22	33.07	33.92
	O	39.44	40.70	41.97	43.25	43.43	43.43	43.43	43.43	43.43	43.43
10	B	28.95	29.88	30.81	31.75	32.68	33.61	34.55	35.48	36.42	37.35
	O	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43
11	B	30.78	31.80	32.83	33.86	34.88	35.91	36.93	37.96	38.99	40.01
	O	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43	43.43
12	B	36.89	38.12	39.35	40.58	41.81	43.04	44.27	45.50	46.73	47.96
	O	43.43	43.43	43.43	43.43	43.43	43.43	44.27	45.50	46.73	47.96
13	B	43.87	45.33	46.79	48.25	49.71	51.18	52.64	54.10	55.56	57.02
	O	43.87	45.33	46.79	48.25	49.71	51.18	52.64	54.10	55.56	57.02
14	B	51.84	53.56	55.29	57.02	58.75	60.48	62.21	63.93	65.66	67.39
	O	51.84	53.56	55.29	57.02	58.75	60.48	62.21	63.93	65.66	67.39
15	B	60.97	63.01	65.04	67.07	69.10	71.14	73.17	75.20	77.23	79.27
	O	60.97	63.01	65.04	67.07	69.10	71.14	73.17	75.20	77.23	79.27

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 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>