

SALARY TABLE 2019-RCH
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	13.37	13.81	14.26	14.70	15.15	15.60	16.04	16.49	16.93	17.38
	O	20.06	20.72	21.39	22.05	22.73	23.40	24.06	24.74	25.40	26.07
4	B	15.01	15.51	16.01	16.51	17.01	17.51	18.01	18.51	19.01	19.51
	O	22.52	23.27	24.02	24.77	25.52	26.27	27.02	27.77	28.52	29.27
5	B	16.79	17.35	17.91	18.47	19.03	19.59	20.15	20.70	21.26	21.82
	O	25.19	26.03	26.87	27.71	28.55	29.39	30.23	31.05	31.89	32.73
6	B	18.71	19.34	19.96	20.59	21.21	21.83	22.46	23.08	23.71	24.33
	O	28.07	29.01	29.94	30.89	31.82	32.75	33.69	34.62	35.57	36.50
7	B	20.80	21.49	22.18	22.88	23.57	24.26	24.96	25.65	26.34	27.04
	O	31.20	32.24	33.27	34.32	35.36	36.39	37.44	38.48	39.51	40.56
8	B	23.03	23.80	24.57	25.33	26.10	26.87	27.64	28.40	29.17	29.94
	O	34.55	35.70	36.86	38.00	39.15	40.31	41.46	42.02	42.02	42.02
9	B	25.44	26.29	27.13	27.98	28.83	29.68	30.52	31.37	32.22	33.07
	O	38.16	39.44	40.70	41.97	42.02	42.02	42.02	42.02	42.02	42.02
10	B	28.01	28.95	29.88	30.81	31.75	32.68	33.61	34.55	35.48	36.42
	O	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02
11	B	30.78	31.80	32.83	33.86	34.88	35.91	36.93	37.96	38.99	40.01
	O	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02	42.02
12	B	36.89	38.12	39.35	40.58	41.81	43.04	44.27	45.50	46.73	47.96
	O	42.02	42.02	42.02	42.02	42.02	43.04	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

Applicable locations are shown on the 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>