

**SALARY TABLE 2019-RCH**  
**INCORPORATING A LOCALITY PAYMENT OF 18.79%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**APPLICABLE LOCALITY RATES UNCHANGED FROM 2018 LEVELS FOR 2019**  
**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	\$ 10.69	\$ 11.05	\$ 11.41	\$ 11.76	\$ 12.11	\$ 12.32	\$ 12.67	\$ 13.03	\$ 13.04	\$ 13.38
	O	16.04	16.58	17.12	17.64	18.17	18.48	19.01	19.55	19.56	20.07
2	B	12.02	12.31	12.71	13.04	13.19	13.58	13.97	14.36	14.74	15.13
	O	18.03	18.47	19.07	19.56	19.79	20.37	20.96	21.54	22.11	22.70
3	B	13.12	13.55	13.99	14.43	14.87	15.30	15.74	16.18	16.61	17.05
	O	19.68	20.33	20.99	21.65	22.31	22.95	23.61	24.27	24.92	25.58
4	B	14.73	15.22	15.71	16.20	16.69	17.18	17.67	18.16	18.65	19.14
	O	22.10	22.83	23.57	24.30	25.04	25.77	26.51	27.24	27.98	28.71
5	B	16.48	17.02	17.57	18.12	18.67	19.22	19.77	20.32	20.87	21.42
	O	24.72	25.53	26.36	27.18	28.01	28.83	29.66	30.48	31.31	32.13
6	B	18.36	18.98	19.59	20.20	20.81	21.42	22.04	22.65	23.26	23.87
	O	27.54	28.47	29.39	30.30	31.22	32.13	33.06	33.98	34.89	35.81
7	B	20.41	21.09	21.77	22.45	23.13	23.81	24.49	25.17	25.85	26.53
	O	30.62	31.64	32.66	33.68	34.70	35.72	36.74	37.76	38.78	39.80
8	B	22.60	23.35	24.11	24.86	25.62	26.37	27.12	27.88	28.63	29.38
	O	33.90	35.03	36.17	37.29	38.43	39.56	40.68	41.24	41.24	41.24
9	B	24.96	25.79	26.63	27.46	28.29	29.12	29.96	30.79	31.62	32.45
	O	37.44	38.69	39.95	41.19	41.24	41.24	41.24	41.24	41.24	41.24
10	B	27.49	28.41	29.32	30.24	31.16	32.07	32.99	33.91	34.82	35.74
	O	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24
11	B	30.20	31.21	32.22	33.22	34.23	35.24	36.24	37.25	38.26	39.26
	O	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24	41.24
12	B	36.20	37.41	38.61	39.82	41.03	42.23	43.44	44.65	45.85	47.06
	O	41.24	41.24	41.24	41.24	41.24	42.23	43.44	44.65	45.85	47.06
13	B	43.05	44.48	45.92	47.35	48.79	50.22	51.66	53.09	54.53	55.96
	O	43.05	44.48	45.92	47.35	48.79	50.22	51.66	53.09	54.53	55.96
14	B	50.87	52.56	54.26	55.96	57.65	59.35	61.04	62.74	64.43	66.13
	O	50.87	52.56	54.26	55.96	57.65	59.35	61.04	62.74	64.43	66.13
15	B	59.84	61.83	63.82	65.82	67.81	69.81	71.80	73.80	75.79	77.78
	O	59.84	61.83	63.82	65.82	67.81	69.81	71.80	73.80	75.79	77.78

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/>