

**SALARY TABLE 2020-RCH (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**TOTAL INCREASE: 3.09%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 11.23	\$ 11.61	\$ 11.98	\$ 12.35	\$ 12.73	\$ 12.95	\$ 13.31	\$ 13.69	\$ 13.70	\$ 14.05
	O	16.85	17.42	17.97	18.53	19.10	19.43	19.97	20.54	20.55	21.08
2	B	12.63	12.93	13.35	13.70	13.86	14.26	14.67	15.08	15.49	15.89
	O	18.95	19.40	20.03	20.55	20.79	21.39	22.01	22.62	23.24	23.84
3	B	16.54	16.99	17.45	17.91	18.37	18.83	19.29	19.75	20.21	20.67
	O	24.81	25.49	26.18	26.87	27.56	28.25	28.94	29.63	30.32	31.01
4	B	18.56	19.08	19.59	20.11	20.62	21.14	21.66	22.17	22.69	23.20
	O	27.84	28.62	29.39	30.17	30.93	31.71	32.49	33.26	34.04	34.80
5	B	21.35	21.92	22.50	23.08	23.66	24.23	24.81	25.39	25.96	26.54
	O	32.03	32.88	33.75	34.62	35.49	36.35	37.22	38.09	38.94	39.81
6	B	22.51	23.15	23.79	24.44	25.08	25.72	26.37	27.01	27.65	28.30
	O	33.77	34.73	35.69	36.66	37.62	38.58	39.56	40.52	41.48	42.45
7	B	24.30	25.01	25.72	26.44	27.15	27.87	28.58	29.30	30.01	30.73
	O	36.45	37.52	38.58	39.66	40.73	41.81	42.87	43.95	44.76	44.76
8	B	25.33	26.12	26.91	27.70	28.49	29.28	30.07	30.87	31.66	32.45
	O	38.00	39.18	40.37	41.55	42.74	43.92	44.76	44.76	44.76	44.76
9	B	27.10	27.97	28.85	29.72	30.60	31.47	32.34	33.22	34.09	34.97
	O	40.65	41.96	43.28	44.58	44.76	44.76	44.76	44.76	44.76	44.76
10	B	29.84	30.80	31.77	32.73	33.69	34.66	35.62	36.58	37.54	38.51
	O	44.76	44.76	44.76	44.76	44.76	44.76	44.76	44.76	44.76	44.76
11	B	31.73	32.79	33.84	34.90	35.96	37.02	38.07	39.13	40.19	41.25
	O	44.76	44.76	44.76	44.76	44.76	44.76	44.76	44.76	44.76	44.76
12	B	38.03	39.30	40.57	41.83	43.10	44.37	45.64	46.90	48.17	49.44
	O	44.76	44.76	44.76	44.76	44.76	44.76	45.64	46.90	48.17	49.44
13	B	45.22	46.73	48.24	49.74	51.25	52.76	54.27	55.77	57.28	58.79
	O	45.22	46.73	48.24	49.74	51.25	52.76	54.27	55.77	57.28	58.79
14	B	53.44	55.22	57.00	58.78	60.56	62.34	64.13	65.91	67.69	69.47
	O	53.44	55.22	57.00	58.78	60.56	62.34	64.13	65.91	67.69	69.47
15	B	62.86	64.95	67.05	69.14	71.24	73.34	75.43	77.53	79.62	81.72
	O	62.86	64.95	67.05	69.14	71.24	73.34	75.43	77.53	79.62	81.72

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 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>