

**SALARY TABLE 2021-RCH (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 23,676	\$ 24,470	\$ 25,257	\$ 26,040	\$ 26,827	\$ 27,287	\$ 28,066	\$ 28,850	\$ 28,882	\$ 29,616
2	26,622	27,255	28,137	28,882	29,207	30,065	30,924	31,783	32,642	33,501
3	34,855	35,823	36,791	37,759	38,727	39,695	40,663	41,631	42,599	43,567
4	39,128	40,214	41,301	42,388	43,475	44,561	45,648	46,735	47,822	48,908
5	44,996	46,212	47,428	48,645	49,861	51,077	52,293	53,510	54,726	55,942
6	47,444	48,799	50,155	51,510	52,866	54,221	55,576	56,932	58,287	59,643
7	51,216	52,723	54,229	55,736	57,243	58,749	60,256	61,762	63,269	64,775
8	53,384	55,052	56,721	58,389	60,058	61,726	63,395	65,063	66,732	68,400
9	57,119	58,961	60,804	62,646	64,489	66,331	68,174	70,016	71,858	73,701
10	62,902	64,931	66,961	68,990	71,020	73,050	75,079	77,109	79,138	81,168
11	66,879	69,109	71,339	73,569	75,799	78,029	80,259	82,488	84,718	86,948
12	80,161	82,834	85,506	88,179	90,851	93,524	96,196	98,869	101,541	104,214
13	95,322	98,499	101,677	104,854	108,032	111,209	114,387	117,564	120,742	123,919
14	112,641	116,396	120,150	123,905	127,659	131,414	135,168	138,922	142,677	146,431
15	132,497	136,913	141,330	145,746	150,163	154,580	158,996	163,413	167,829	172,246

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>