

**SALARY TABLE 2022-RCH**  
**INCORPORATING THE 2.2% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 20.64%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**TOTAL INCREASE: 2.79%**  
**EFFECTIVE JANUARY 2022**

*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	\$ 11.66	\$ 12.05	\$ 12.44	\$ 12.83	\$ 13.21	\$ 13.44	\$ 13.82	\$ 14.21	\$ 14.22	\$ 14.59
	O	17.49	18.08	18.66	19.25	19.82	20.16	20.73	21.32	21.33	21.89
2	B	13.11	13.42	13.86	14.22	14.39	14.81	15.23	15.66	16.08	16.50
	O	19.67	20.13	20.79	21.33	21.59	22.22	22.85	23.49	24.12	24.75
3	B	14.31	14.78	15.26	15.74	16.21	16.69	17.17	17.64	18.12	18.60
	O	21.47	22.17	22.89	23.61	24.32	25.04	25.76	26.46	27.18	27.90
4	B	16.06	16.59	17.13	17.67	18.20	18.74	19.27	19.81	20.34	20.88
	O	24.09	24.89	25.70	26.51	27.30	28.11	28.91	29.72	30.51	31.32
5	B	17.97	18.57	19.17	19.76	20.36	20.96	21.56	22.16	22.76	23.36
	O	26.96	27.86	28.76	29.64	30.54	31.44	32.34	33.24	34.14	35.04
6	B	20.03	20.70	21.36	22.03	22.70	23.37	24.03	24.70	25.37	26.04
	O	30.05	31.05	32.04	33.05	34.05	35.06	36.05	37.05	38.06	39.06
7	B	22.26	23.00	23.74	24.48	25.22	25.97	26.71	27.45	28.19	28.93
	O	33.39	34.50	35.61	36.72	37.83	38.96	40.07	41.18	42.29	43.40
8	B	24.65	25.47	26.29	27.11	27.93	28.76	29.58	30.40	31.22	32.04
	O	36.98	38.21	39.44	40.67	41.90	43.14	44.37	44.97	44.97	44.97
9	B	27.22	28.13	29.04	29.95	30.85	31.76	32.67	33.58	34.48	35.39
	O	40.83	42.20	43.56	44.93	44.97	44.97	44.97	44.97	44.97	44.97
10	B	29.98	30.98	31.98	32.98	33.98	34.98	35.98	36.98	37.98	38.98
	O	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97
11	B	32.94	34.04	35.13	36.23	37.33	38.43	39.53	40.62	41.72	42.82
	O	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97	44.97
12	B	39.48	40.80	42.11	43.43	44.75	46.06	47.38	48.69	50.01	51.33
	O	44.97	44.97	44.97	44.97	44.97	46.06	47.38	48.69	50.01	51.33
13	B	46.95	48.51	50.08	51.64	53.21	54.77	56.34	57.90	59.47	61.03
	O	46.95	48.51	50.08	51.64	53.21	54.77	56.34	57.90	59.47	61.03
14	B	55.48	57.33	59.18	61.03	62.87	64.72	66.57	68.42	70.27	72.12
	O	55.48	57.33	59.18	61.03	62.87	64.72	66.57	68.42	70.27	72.12
15	B	65.26	67.43	69.61	71.78	73.96	76.13	78.31	80.48	82.66	84.84
	O	65.26	67.43	69.61	71.78	73.96	76.13	78.31	80.48	82.66	84.84

\* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

Applicable locations are shown on the 2022 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>