

Salary Table 2024-RCH
Incorporating the 4.7% General Schedule Increase and a Locality Payment of 21.91%
For the Locality Pay Area of Richmond, VA
Total Increase: 5.16%
Effective January 2024

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	\$ 12.84	\$ 13.27	\$ 13.70	\$ 14.13	\$ 14.55	\$ 14.80	\$ 15.22	\$ 15.65	\$ 15.67	\$ 16.07
	O	19.26	19.91	20.55	21.20	21.83	22.20	22.83	23.48	23.51	24.11
2	B	14.44	14.78	15.26	15.67	15.84	16.31	16.78	17.24	17.71	18.17
	O	21.66	22.17	22.89	23.51	23.76	24.47	25.17	25.86	26.57	27.26
3	B	15.76	16.28	16.81	17.33	17.86	18.38	18.91	19.43	19.96	20.48
	O	23.64	24.42	25.22	26.00	26.79	27.57	28.37	29.15	29.94	30.72
4	B	17.69	18.28	18.87	19.46	20.05	20.63	21.22	21.81	22.40	22.99
	O	26.54	27.42	28.31	29.19	30.08	30.95	31.83	32.72	33.60	34.49
5	B	19.79	20.45	21.11	21.77	22.43	23.09	23.75	24.41	25.07	25.72
	O	29.69	30.68	31.67	32.66	33.65	34.64	35.63	36.62	37.61	38.58
6	B	22.06	22.80	23.53	24.27	25.00	25.74	26.47	27.21	27.94	28.68
	O	33.09	34.20	35.30	36.41	37.50	38.61	39.71	40.82	41.91	43.02
7	B	24.51	25.33	26.15	26.97	27.78	28.60	29.42	30.23	31.05	31.87
	O	36.77	38.00	39.23	40.46	41.67	42.90	44.13	45.35	46.58	47.81
8	B	27.15	28.05	28.96	29.86	30.77	31.67	32.58	33.48	34.39	35.29
	O	40.73	42.08	43.44	44.79	46.16	47.51	48.87	49.53	49.53	49.53
9	B	29.99	30.98	31.98	32.98	33.98	34.98	35.98	36.98	37.98	38.98
	O	44.99	46.47	47.97	49.47	49.53	49.53	49.53	49.53	49.53	49.53
10	B	33.02	34.12	35.22	36.32	37.42	38.52	39.62	40.72	41.82	42.92
	O	49.53	49.53	49.53	49.53	49.53	49.53	49.53	49.53	49.53	49.53
11	B	36.28	37.49	38.70	39.91	41.12	42.32	43.53	44.74	45.95	47.16
	O	49.53	49.53	49.53	49.53	49.53	49.53	49.53	49.53	49.53	49.53
12	B	43.48	44.93	46.38	47.83	49.28	50.73	52.18	53.63	55.08	56.53
	O	49.53	49.53	49.53	49.53	49.53	50.73	52.18	53.63	55.08	56.53
13	B	51.71	53.43	55.16	56.88	58.60	60.33	62.05	63.77	65.50	67.22
	O	51.71	53.43	55.16	56.88	58.60	60.33	62.05	63.77	65.50	67.22
14	B	61.10	63.14	65.18	67.21	69.25	71.29	73.32	75.36	77.40	79.44
	O	61.10	63.14	65.18	67.21	69.25	71.29	73.32	75.36	77.40	79.44
15	B	71.87	74.27	76.66	79.06	81.46	83.85	86.25	88.64	91.04	91.95
	O	71.87	74.27	76.66	79.06	81.46	83.85	86.25	88.64	91.04	91.95

* 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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>