Salary Table 2025-RCH

Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.28%

For the Locality Pay Area of Richmond, VA

Total Increase: 2.01%

Effective January 2025

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	$ 13.10	$ 13.54	$ 13.98	$ 14.41	$ 14.84	$ 15.10	$ 15.53	$ 15.96	$ 15.98	$ 16.39
	O	*19.65*	*20.31*	*20.97*	*21.62*	*22.26*	*22.65*	*23.30*	*23.94*	*23.97*	*24.59*
2	B	14.73	15.08	15.57	15.98	16.16	16.64	17.11	17.59	18.06	18.54
	O	*22.10*	*22.62*	*23.36*	*23.97*	*24.24*	*24.96*	*25.67*	*26.39*	*27.09*	*27.81*
3	B	16.07	16.61	17.15	17.68	18.22	18.75	19.29	19.82	20.36	20.89
	O	*24.11*	*24.92*	*25.73*	*26.52*	*27.33*	*28.13*	*28.94*	*29.73*	*30.54*	*31.34*
4	B	18.04	18.64	19.25	19.85	20.45	21.05	21.65	22.26	22.86	23.46
	O	*27.06*	*27.96*	*28.88*	*29.78*	*30.68*	*31.58*	*32.48*	*33.39*	*34.29*	*35.19*
5	B	20.19	20.86	21.53	22.21	22.88	23.55	24.22	24.90	25.57	26.24
	O	*30.29*	*31.29*	*32.30*	*33.32*	*34.32*	*35.33*	*36.33*	*37.35*	*38.36*	*39.36*
6	B	22.50	23.25	24.00	24.75	25.50	26.25	27.00	27.75	28.50	29.25
	O	*33.75*	*34.88*	*36.00*	*37.13*	*38.25*	*39.38*	*40.50*	*41.63*	*42.75*	*43.88*
7	B	25.01	25.84	26.67	27.51	28.34	29.17	30.01	30.84	31.68	32.51
	O	*37.52*	*38.76*	*40.01*	*41.27*	*42.51*	*43.76*	*45.02*	*46.26*	*47.52*	*48.77*
8	B	27.69	28.62	29.54	30.46	31.39	32.31	33.23	34.16	35.08	36.00
	O	*41.54*	*42.93*	*44.31*	*45.69*	*47.09*	*48.47*	*49.85*	*50.52*	*50.52*	*50.52*
9	B	30.59	31.61	32.63	33.65	34.67	35.69	36.70	37.72	38.74	39.76
	O	*45.89*	*47.42*	*48.95*	*50.48*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*
10	B	33.68	34.81	35.93	37.05	38.17	39.30	40.42	41.54	42.66	43.79
	O	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*
11	B	37.01	38.24	39.47	40.71	41.94	43.17	44.41	45.64	46.87	48.11
	O	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*
12	B	44.36	45.84	47.31	48.79	50.27	51.75	53.23	54.71	56.19	57.67
	O	*50.52*	*50.52*	*50.52*	*50.52*	*50.52*	*51.75*	*53.23*	*54.71*	*56.19*	*57.67*
13	B	52.75	54.51	56.26	58.02	59.78	61.54	63.30	65.06	66.81	68.57
	O	*52.75*	*54.51*	*56.26*	*58.02*	*59.78*	*61.54*	*63.30*	*65.06*	*66.81*	*68.57*
14	B	62.33	64.41	66.49	68.56	70.64	72.72	74.80	76.87	78.95	81.03
	O	*62.33*	*64.41*	*66.49*	*68.56*	*70.64*	*72.72*	*74.80*	*76.87*	*78.95*	*81.03*
15	B	73.32	75.76	78.20	80.65	83.09	85.54	87.98	90.42	92.87	93.53
	O	*73.32*	*75.76*	*78.20*	*80.65*	*83.09*	*85.54*	*87.98*	*90.42*	*92.87*	*93.53*

* 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 2025 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/