

**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/>