Salary Table 2026-RCH
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.28%
For the Locality Pay Area of Richmond, VA
Total Increase: 1%
Effective January 2026

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	$ 27,616	$ 28,541	$ 29,460	$ 30,374	$ 31,290	$ 31,827	$ 32,736	$ 33,650	$ 33,688	$ 34,542
2	31,051	31,789	32,819	33,688	34,065	35,066	36,068	37,069	38,071	39,072
3	33,881	35,011	36,141	37,271	38,401	39,531	40,661	41,790	42,920	44,050
4	38,033	39,301	40,569	41,837	43,105	44,373	45,641	46,909	48,177	49,445
5	42,552	43,971	45,389	46,808	48,226	49,644	51,063	52,481	53,900	55,318
6	47,434	49,015	50,596	52,177	53,758	55,339	56,920	58,501	60,082	61,663
7	52,710	54,467	56,224	57,982	59,739	61,496	63,253	65,010	66,767	68,524
8	58,374	60,320	62,265	64,210	66,156	68,101	70,047	71,992	73,938	75,883
9	64,475	66,624	68,774	70,924	73,073	75,223	77,373	79,522	81,672	83,822
10	71,001	73,367	75,733	78,099	80,465	82,831	85,197	87,563	89,930	92,296
11	78,009	80,609	83,210	85,811	88,412	91,013	93,614	96,215	98,816	101,417
12	93,499	96,616	99,733	102,850	105,967	109,084	112,200	115,317	118,434	121,551
13	111,183	114,889	118,596	122,302	126,008	129,715	133,421	137,127	140,834	144,540
14	131,385	135,765	140,145	144,525	148,905	153,285	157,665	162,045	166,426	170,806
15	154,542	159,694	164,846	169,997	175,149	180,301	185,452	190,604	195,756	197,200 *

* 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 2026 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/