

SALARY TABLE 2020-RCH
INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
TOTAL INCREASE: 3.09%
EFFECTIVE JANUARY 2020

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	\$ 11.23	\$ 11.61	\$ 11.98	\$ 12.35	\$ 12.73	\$ 12.95	\$ 13.31	\$ 13.69	\$ 13.70	\$ 14.05
	O	16.85	17.42	17.97	18.53	19.10	19.43	19.97	20.54	20.55	21.08
2	B	12.63	12.93	13.35	13.70	13.86	14.26	14.67	15.08	15.49	15.89
	O	18.95	19.40	20.03	20.55	20.79	21.39	22.01	22.62	23.24	23.84
3	B	13.78	14.24	14.70	15.16	15.62	16.08	16.54	16.99	17.45	17.91
	O	20.67	21.36	22.05	22.74	23.43	24.12	24.81	25.49	26.18	26.87
4	B	15.47	15.98	16.50	17.02	17.53	18.05	18.56	19.08	19.59	20.11
	O	23.21	23.97	24.75	25.53	26.30	27.08	27.84	28.62	29.39	30.17
5	B	17.31	17.88	18.46	19.04	19.62	20.19	20.77	21.35	21.92	22.50
	O	25.97	26.82	27.69	28.56	29.43	30.29	31.16	32.03	32.88	33.75
6	B	19.29	19.94	20.58	21.22	21.87	22.51	23.15	23.79	24.44	25.08
	O	28.94	29.91	30.87	31.83	32.81	33.77	34.73	35.69	36.66	37.62
7	B	21.44	22.15	22.87	23.58	24.30	25.01	25.72	26.44	27.15	27.87
	O	32.16	33.23	34.31	35.37	36.45	37.52	38.58	39.66	40.73	41.81
8	B	23.74	24.53	25.33	26.12	26.91	27.70	28.49	29.28	30.07	30.87
	O	35.61	36.80	38.00	39.18	40.37	41.55	42.74	43.32	43.32	43.32
9	B	26.22	27.10	27.97	28.85	29.72	30.60	31.47	32.34	33.22	34.09
	O	39.33	40.65	41.96	43.28	43.32	43.32	43.32	43.32	43.32	43.32
10	B	28.88	29.84	30.80	31.77	32.73	33.69	34.66	35.62	36.58	37.54
	O	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32
11	B	31.73	32.79	33.84	34.90	35.96	37.02	38.07	39.13	40.19	41.25
	O	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32	43.32
12	B	38.03	39.30	40.57	41.83	43.10	44.37	45.64	46.90	48.17	49.44
	O	43.32	43.32	43.32	43.32	43.32	44.37	45.64	46.90	48.17	49.44
13	B	45.22	46.73	48.24	49.74	51.25	52.76	54.27	55.77	57.28	58.79
	O	45.22	46.73	48.24	49.74	51.25	52.76	54.27	55.77	57.28	58.79
14	B	53.44	55.22	57.00	58.78	60.56	62.34	64.13	65.91	67.69	69.47
	O	53.44	55.22	57.00	58.78	60.56	62.34	64.13	65.91	67.69	69.47
15	B	62.86	64.95	67.05	69.14	71.24	73.34	75.43	77.53	79.62	81.72
	O	62.86	64.95	67.05	69.14	71.24	73.34	75.43	77.53	79.62	81.72

Applicable locations are shown on the 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>