

SALARY TABLE 2018-RCH (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 18.79%
FOR THE LOCALITY PAY AREA OF RICHMOND, VA
TOTAL INCREASE: 1.91%
EFFECTIVE JANUARY 2018

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	\$ 10.69	\$ 11.05	\$ 11.41	\$ 11.76	\$ 12.11	\$ 12.32	\$ 12.67	\$ 13.03	\$ 13.04	\$ 13.38
	O	16.04	16.58	17.12	17.64	18.17	18.48	19.01	19.55	19.56	20.07
2	B	12.02	12.31	12.71	13.04	13.19	13.58	13.97	14.36	14.74	15.13
	O	18.03	18.47	19.07	19.56	19.79	20.37	20.96	21.54	22.11	22.70
3	B	15.74	16.18	16.61	17.05	17.49	17.93	18.36	18.80	19.24	19.67
	O	23.61	24.27	24.92	25.58	26.24	26.90	27.54	28.20	28.86	29.51
4	B	17.67	18.16	18.65	19.14	19.63	20.12	20.61	21.10	21.59	22.09
	O	26.51	27.24	27.98	28.71	29.45	30.18	30.92	31.65	32.39	33.14
5	B	20.32	20.87	21.42	21.97	22.52	23.07	23.62	24.16	24.71	25.26
	O	30.48	31.31	32.13	32.96	33.78	34.61	35.43	36.24	37.07	37.89
6	B	21.42	22.04	22.65	23.26	23.87	24.48	25.09	25.71	26.32	26.93
	O	32.13	33.06	33.98	34.89	35.81	36.72	37.64	38.57	39.48	40.40
7	B	23.13	23.81	24.49	25.17	25.85	26.53	27.21	27.89	28.57	29.25
	O	34.70	35.72	36.74	37.76	38.78	39.80	40.82	41.84	42.62	42.62
8	B	24.11	24.86	25.62	26.37	27.12	27.88	28.63	29.38	30.14	30.89
	O	36.17	37.29	38.43	39.56	40.68	41.82	42.62	42.62	42.62	42.62
9	B	25.79	26.63	27.46	28.29	29.12	29.96	30.79	31.62	32.45	33.28
	O	38.69	39.95	41.19	42.44	42.62	42.62	42.62	42.62	42.62	42.62
10	B	28.41	29.32	30.24	31.16	32.07	32.99	33.91	34.82	35.74	36.65
	O	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62
11	B	30.20	31.21	32.22	33.22	34.23	35.24	36.24	37.25	38.26	39.26
	O	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62	42.62
12	B	36.20	37.41	38.61	39.82	41.03	42.23	43.44	44.65	45.85	47.06
	O	42.62	42.62	42.62	42.62	42.62	42.62	43.44	44.65	45.85	47.06
13	B	43.05	44.48	45.92	47.35	48.79	50.22	51.66	53.09	54.53	55.96
	O	43.05	44.48	45.92	47.35	48.79	50.22	51.66	53.09	54.53	55.96
14	B	50.87	52.56	54.26	55.96	57.65	59.35	61.04	62.74	64.43	66.13
	O	50.87	52.56	54.26	55.96	57.65	59.35	61.04	62.74	64.43	66.13
15	B	59.84	61.83	63.82	65.82	67.81	69.81	71.80	73.80	75.79	77.78
	O	59.84	61.83	63.82	65.82	67.81	69.81	71.80	73.80	75.79	77.78

NOTE: Locality rates for "law enforcement officers" (LEOs) (as defined in 5 U.S.C. 5541(3) and 5 CFR 550.103) are computed using special base rates for LEOs at grades 3 through 10, as authorized by section 403 of the Federal Employees Pay Comparability Act of 1990, as amended. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

Applicable locations are shown on the 2018 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2018/locality-pay-area-definitions/>