

**SALARY TABLE 2021-RCH**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 19.95%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*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	\$ 11.34	\$ 11.72	\$ 12.10	\$ 12.48	\$ 12.85	\$ 13.07	\$ 13.45	\$ 13.82	\$ 13.84	\$ 14.19
	O	17.01	17.58	18.15	18.72	19.28	19.61	20.18	20.73	20.76	21.29
2	B	12.76	13.06	13.48	13.84	13.99	14.41	14.82	15.23	15.64	16.05
	O	19.14	19.59	20.22	20.76	20.99	21.62	22.23	22.85	23.46	24.08
3	B	13.92	14.38	14.85	15.31	15.77	16.24	16.70	17.16	17.63	18.09
	O	20.88	21.57	22.28	22.97	23.66	24.36	25.05	25.74	26.45	27.14
4	B	15.62	16.14	16.67	17.19	17.71	18.23	18.75	19.27	19.79	20.31
	O	23.43	24.21	25.01	25.79	26.57	27.35	28.13	28.91	29.69	30.47
5	B	17.48	18.06	18.65	19.23	19.81	20.39	20.98	21.56	22.14	22.73
	O	26.22	27.09	27.98	28.85	29.72	30.59	31.47	32.34	33.21	34.10
6	B	19.49	20.14	20.78	21.43	22.08	22.73	23.38	24.03	24.68	25.33
	O	29.24	30.21	31.17	32.15	33.12	34.10	35.07	36.05	37.02	38.00
7	B	21.65	22.38	23.10	23.82	24.54	25.26	25.98	26.71	27.43	28.15
	O	32.48	33.57	34.65	35.73	36.81	37.89	38.97	40.07	41.15	42.23
8	B	23.98	24.78	25.58	26.38	27.18	27.98	28.78	29.58	30.38	31.18
	O	35.97	37.17	38.37	39.57	40.77	41.97	43.17	43.76	43.76	43.76
9	B	26.49	27.37	28.25	29.13	30.02	30.90	31.78	32.67	33.55	34.43
	O	39.74	41.06	42.38	43.70	43.76	43.76	43.76	43.76	43.76	43.76
10	B	29.17	30.14	31.11	32.08	33.06	34.03	35.00	35.97	36.95	37.92
	O	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76
11	B	32.05	33.11	34.18	35.25	36.32	37.39	38.46	39.52	40.59	41.66
	O	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76	43.76
12	B	38.41	39.69	40.97	42.25	43.53	44.81	46.09	47.37	48.65	49.93
	O	43.76	43.76	43.76	43.76	43.76	44.81	46.09	47.37	48.65	49.93
13	B	45.67	47.20	48.72	50.24	51.76	53.29	54.81	56.33	57.85	59.38
	O	45.67	47.20	48.72	50.24	51.76	53.29	54.81	56.33	57.85	59.38
14	B	53.97	55.77	57.57	59.37	61.17	62.97	64.77	66.57	68.36	70.16
	O	53.97	55.77	57.57	59.37	61.17	62.97	64.77	66.57	68.36	70.16
15	B	63.49	65.60	67.72	69.84	71.95	74.07	76.18	78.30	80.42	82.53
	O	63.49	65.60	67.72	69.84	71.95	74.07	76.18	78.30	80.42	82.53

Applicable locations are shown on the 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>