

Salary Table 2022-RCH (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 2.2% General Schedule Increase and a Locality Payment of 20.64%
For the Locality Pay Area of Richmond, VA
Total Increase: 2.79%
Effective January 2022

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	\$ 11.66	\$ 12.05	\$ 12.44	\$ 12.83	\$ 13.21	\$ 13.44	\$ 13.82	\$ 14.21	\$ 14.22	\$ 14.59
	O	17.49	18.08	18.66	19.25	19.82	20.16	20.73	21.32	21.33	21.89
2	B	13.11	13.42	13.86	14.22	14.39	14.81	15.23	15.66	16.08	16.50
	O	19.67	20.13	20.79	21.33	21.59	22.22	22.85	23.49	24.12	24.75
3	B	17.17	17.64	18.12	18.60	19.08	19.55	20.03	20.51	20.98	21.46
	O	25.76	26.46	27.18	27.90	28.62	29.33	30.05	30.77	31.47	32.19
4	B	19.27	19.81	20.34	20.88	21.41	21.95	22.48	23.02	23.55	24.09
	O	28.91	29.72	30.51	31.32	32.12	32.93	33.72	34.53	35.33	36.14
5	B	22.16	22.76	23.36	23.96	24.56	25.15	25.75	26.35	26.95	27.55
	O	33.24	34.14	35.04	35.94	36.84	37.73	38.63	39.53	40.43	41.33
6	B	23.37	24.03	24.70	25.37	26.04	26.71	27.37	28.04	28.71	29.38
	O	35.06	36.05	37.05	38.06	39.06	40.07	41.06	42.06	43.07	44.07
7	B	25.22	25.97	26.71	27.45	28.19	28.93	29.67	30.41	31.16	31.90
	O	37.83	38.96	40.07	41.18	42.29	43.40	44.51	45.62	46.74	46.74
8	B	26.29	27.11	27.93	28.76	29.58	30.40	31.22	32.04	32.86	33.68
	O	39.44	40.67	41.90	43.14	44.37	45.60	46.83	48.06	49.29	50.52
9	B	28.13	29.04	29.95	30.85	31.76	32.67	33.58	34.48	35.39	36.30
	O	42.20	43.56	44.93	46.28	47.64	49.00	50.36	51.72	53.08	54.44
10	B	30.98	31.98	32.98	33.98	34.98	35.98	36.98	37.98	38.98	39.97
	O	46.47	46.47	46.47	46.47	46.47	46.47	46.47	46.47	46.47	46.47
11	B	32.94	34.04	35.13	36.23	37.33	38.43	39.53	40.62	41.72	42.82
	O	46.47	46.47	46.47	46.47	46.47	46.47	46.47	46.47	46.47	46.47
12	B	39.48	40.80	42.11	43.43	44.75	46.06	47.38	48.69	50.01	51.33
	O	46.47	46.47	46.47	46.47	46.47	46.47	47.38	48.69	50.01	51.33
13	B	46.95	48.51	50.08	51.64	53.21	54.77	56.34	57.90	59.47	61.03
	O	46.95	48.51	50.08	51.64	53.21	54.77	56.34	57.90	59.47	61.03
14	B	55.48	57.33	59.18	61.03	62.87	64.72	66.57	68.42	70.27	72.12
	O	55.48	57.33	59.18	61.03	62.87	64.72	66.57	68.42	70.27	72.12
15	B	65.26	67.43	69.61	71.78	73.96	76.13	78.31	80.48	82.66	84.84
	O	65.26	67.43	69.61	71.78	73.96	76.13	78.31	80.48	82.66	84.84

* Rate limited to the rate for level IV of the Executive Schedule (5 U.S.C. 5304 (g)(1)).

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 2022 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2022/locality-pay-area-definitions/>