

Salary Table 2024-RCH (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.7% General Schedule Increase and a Locality Payment of 21.91%
For the Locality Pay Area of Richmond, VA
Total Increase: 5.16%
Effective January 2024

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	\$ 12.84	\$ 13.27	\$ 13.70	\$ 14.13	\$ 14.55	\$ 14.80	\$ 15.22	\$ 15.65	\$ 15.67	\$ 16.07
	O	19.26	19.91	20.55	21.20	21.83	22.20	22.83	23.48	23.51	24.11
2	B	14.44	14.78	15.26	15.67	15.84	16.31	16.78	17.24	17.71	18.17
	O	21.66	22.17	22.89	23.51	23.76	24.47	25.17	25.86	26.57	27.26
3	B	18.91	19.43	19.96	20.48	21.01	21.53	22.06	22.58	23.11	23.63
	O	28.37	29.15	29.94	30.72	31.52	32.30	33.09	33.87	34.67	35.45
4	B	21.22	21.81	22.40	22.99	23.58	24.17	24.76	25.35	25.94	26.53
	O	31.83	32.72	33.60	34.49	35.37	36.26	37.14	38.03	38.91	39.80
5	B	24.41	25.07	25.72	26.38	27.04	27.70	28.36	29.02	29.68	30.34
	O	36.62	37.61	38.58	39.57	40.56	41.55	42.54	43.53	44.52	45.51
6	B	25.74	26.47	27.21	27.94	28.68	29.41	30.15	30.89	31.62	32.36
	O	38.61	39.71	40.82	41.91	43.02	44.12	45.23	46.34	47.43	48.54
7	B	27.78	28.60	29.42	30.23	31.05	31.87	32.69	33.50	34.32	35.14
	O	41.67	42.90	44.13	45.35	46.58	47.81	49.04	50.25	51.18	51.18
8	B	28.96	29.86	30.77	31.67	32.58	33.48	34.39	35.29	36.20	37.10
	O	43.44	44.79	46.16	47.51	48.87	50.22	51.18	51.18	51.18	51.18
9	B	30.98	31.98	32.98	33.98	34.98	35.98	36.98	37.98	38.98	39.98
	O	46.47	47.97	49.47	50.97	51.18	51.18	51.18	51.18	51.18	51.18
10	B	34.12	35.22	36.32	37.42	38.52	39.62	40.72	41.82	42.92	44.03
	O	51.18	51.18	51.18	51.18	51.18	51.18	51.18	51.18	51.18	51.18
11	B	36.28	37.49	38.70	39.91	41.12	42.32	43.53	44.74	45.95	47.16
	O	51.18	51.18	51.18	51.18	51.18	51.18	51.18	51.18	51.18	51.18
12	B	43.48	44.93	46.38	47.83	49.28	50.73	52.18	53.63	55.08	56.53
	O	51.18	51.18	51.18	51.18	51.18	51.18	52.18	53.63	55.08	56.53
13	B	51.71	53.43	55.16	56.88	58.60	60.33	62.05	63.77	65.50	67.22
	O	51.71	53.43	55.16	56.88	58.60	60.33	62.05	63.77	65.50	67.22
14	B	61.10	63.14	65.18	67.21	69.25	71.29	73.32	75.36	77.40	79.44
	O	61.10	63.14	65.18	67.21	69.25	71.29	73.32	75.36	77.40	79.44
15	B	71.87	74.27	76.66	79.06	81.46	83.85	86.25	88.64	91.04	91.95
	O	71.87	74.27	76.66	79.06	81.46	83.85	86.25	88.64	91.04	91.95

* 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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>