

Salary Table 2023-RCH (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 4.1% General Schedule Increase and a Locality Payment of 21.38%
For the Locality Pay Area of Richmond, VA
Total Increase: 4.74%
Effective January 2023

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	\$ 12.21	\$ 12.62	\$ 13.03	\$ 13.43	\$ 13.84	\$ 14.08	\$ 14.48	\$ 14.88	\$ 14.90	\$ 15.28
	O	18.32	18.93	19.55	20.15	20.76	21.12	21.72	22.32	22.35	22.92
2	B	13.73	14.06	14.51	14.90	15.07	15.51	15.95	16.40	16.84	17.28
	O	20.60	21.09	21.77	22.35	22.61	23.27	23.93	24.60	25.26	25.92
3	B	17.98	18.48	18.98	19.48	19.98	20.48	20.98	21.48	21.98	22.48
	O	26.97	27.72	28.47	29.22	29.97	30.72	31.47	32.22	32.97	33.72
4	B	20.18	20.75	21.31	21.87	22.43	22.99	23.55	24.11	24.67	25.23
	O	30.27	31.13	31.97	32.81	33.65	34.49	35.33	36.17	37.01	37.85
5	B	23.21	23.84	24.47	25.09	25.72	26.35	26.98	27.60	28.23	28.86
	O	34.82	35.76	36.71	37.64	38.58	39.53	40.47	41.40	42.35	43.29
6	B	24.47	25.17	25.87	26.57	27.27	27.97	28.67	29.37	30.07	30.77
	O	36.71	37.76	38.81	39.86	40.91	41.96	43.01	44.06	45.11	46.16
7	B	26.42	27.20	27.97	28.75	29.53	30.30	31.08	31.86	32.64	33.41
	O	39.63	40.80	41.96	43.13	44.30	45.45	46.62	47.79	48.68	48.68
8	B	27.54	28.40	29.26	30.12	30.98	31.84	32.70	33.56	34.42	35.29
	O	41.31	42.60	43.89	45.18	46.47	47.76	48.68	48.68	48.68	48.68
9	B	29.47	30.42	31.37	32.32	33.27	34.22	35.17	36.12	37.07	38.02
	O	44.21	45.63	47.06	48.48	48.68	48.68	48.68	48.68	48.68	48.68
10	B	32.45	33.49	34.54	35.59	36.63	37.68	38.73	39.78	40.82	41.87
	O	48.68	48.68	48.68	48.68	48.68	48.68	48.68	48.68	48.68	48.68
11	B	34.50	35.65	36.80	37.95	39.10	40.25	41.40	42.55	43.70	44.85
	O	48.68	48.68	48.68	48.68	48.68	48.68	48.68	48.68	48.68	48.68
12	B	41.35	42.73	44.11	45.49	46.86	48.24	49.62	51.00	52.38	53.76
	O	48.68	48.68	48.68	48.68	48.68	48.68	49.62	51.00	52.38	53.76
13	B	49.17	50.81	52.45	54.09	55.73	57.37	59.01	60.64	62.28	63.92
	O	49.17	50.81	52.45	54.09	55.73	57.37	59.01	60.64	62.28	63.92
14	B	58.11	60.04	61.98	63.92	65.85	67.79	69.73	71.66	73.60	75.54
	O	58.11	60.04	61.98	63.92	65.85	67.79	69.73	71.66	73.60	75.54
15	B	68.35	70.63	72.90	75.18	77.46	79.74	82.02	84.30	86.57	87.93
	O	68.35	70.63	72.90	75.18	77.46	79.74	82.02	84.30	86.57	87.93

* 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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>