

Salary Table 2025-RCH
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 22.28%
For the Locality Pay Area of Richmond, VA
Total Increase: 2.01%
Effective January 2025

Annual Rates by Grade and Step

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 27,342	\$ 28,259	\$ 29,167	\$ 30,074	\$ 30,981	\$ 31,512	\$ 32,412	\$ 33,318	\$ 33,354	\$ 34,202
2	30,744	31,475	32,493	33,354	33,728	34,720	35,712	36,704	37,695	38,687
3	33,546	34,664	35,782	36,899	38,017	39,134	40,252	41,370	42,487	43,605
4	37,656	38,912	40,168	41,424	42,679	43,935	45,191	46,447	47,703	48,958
5	42,130	43,534	44,938	46,342	47,745	49,149	50,553	51,957	53,361	54,764
6	46,964	48,529	50,094	51,660	53,225	54,790	56,355	57,920	59,486	61,051
7	52,188	53,928	55,668	57,408	59,148	60,888	62,628	64,368	66,108	67,848
8	57,796	59,723	61,650	63,577	65,504	67,431	69,358	71,286	73,213	75,140
9	63,836	65,964	68,092	70,219	72,347	74,475	76,602	78,730	80,858	82,985
10	70,298	72,640	74,983	77,326	79,669	82,012	84,355	86,698	89,041	91,384
11	77,236	79,810	82,384	84,958	87,532	90,106	92,680	95,254	97,828	100,402
12	92,573	95,660	98,746	101,832	104,919	108,005	111,091	114,178	117,264	120,350
13	110,083	113,752	117,422	121,091	124,761	128,431	132,100	135,770	139,440	143,109
14	130,084	134,420	138,756	143,092	147,428	151,764	156,100	160,436	164,772	169,108
15	153,013	158,113	163,213	168,314	173,414	178,514	183,614	188,715	193,815	195,200 *

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

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>