

Salary Table 2026-RCH (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 22.28%
For the Locality Pay Area of Richmond, VA
Total Increase: 1%
Effective January 2026

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	\$ 13.23	\$ 13.68	\$ 14.12	\$ 14.55	\$ 14.99	\$ 15.25	\$ 15.69	\$ 16.12	\$ 16.14	\$ 16.55
	O	19.85	20.52	21.18	21.83	22.49	22.88	23.54	24.18	24.21	24.83
2	B	14.88	15.23	15.73	16.14	16.32	16.80	17.28	17.76	18.24	18.72
	O	22.32	22.85	23.60	24.21	24.48	25.20	25.92	26.64	27.36	28.08
3	B	19.48	20.02	20.57	21.11	21.65	22.19	22.73	23.27	23.81	24.36
	O	29.22	30.03	30.86	31.67	32.48	33.29	34.10	34.91	35.72	36.54
4	B	21.87	22.48	23.08	23.69	24.30	24.91	25.51	26.12	26.73	27.34
	O	32.81	33.72	34.62	35.54	36.45	37.37	38.27	39.18	40.10	41.01
5	B	25.15	25.83	26.51	27.19	27.87	28.55	29.22	29.90	30.58	31.26
	O	37.73	38.75	39.77	40.79	41.81	42.83	43.83	44.85	45.87	46.89
6	B	26.52	27.27	28.03	28.79	29.55	30.30	31.06	31.82	32.58	33.33
	O	39.78	40.91	42.05	43.19	44.33	45.45	46.59	47.73	48.87	50.00
7	B	28.62	29.47	30.31	31.15	31.99	32.83	33.68	34.52	35.36	36.20
	O	42.93	44.21	45.47	46.73	47.99	49.25	50.52	51.78	52.73	52.73
8	B	29.83	30.77	31.70	32.63	33.56	34.50	35.43	36.36	37.29	38.22
	O	44.75	46.16	47.55	48.95	50.34	51.75	52.73	52.73	52.73	52.73
9	B	31.92	32.95	33.98	35.01	36.04	37.07	38.10	39.13	40.16	41.19
	O	47.88	49.43	50.97	52.52	52.73	52.73	52.73	52.73	52.73	52.73
10	B	35.15	36.29	37.42	38.56	39.69	40.82	41.96	43.09	44.22	45.36
	O	52.73	52.73	52.73	52.73	52.73	52.73	52.73	52.73	52.73	52.73
11	B	37.38	38.62	39.87	41.12	42.36	43.61	44.86	46.10	47.35	48.59
	O	52.73	52.73	52.73	52.73	52.73	52.73	52.73	52.73	52.73	52.73
12	B	44.80	46.29	47.79	49.28	50.77	52.27	53.76	55.25	56.75	58.24
	O	52.73	52.73	52.73	52.73	52.73	52.73	53.76	55.25	56.75	58.24
13	B	53.27	55.05	56.83	58.60	60.38	62.15	63.93	65.71	67.48	69.26
	O	53.27	55.05	56.83	58.60	60.38	62.15	63.93	65.71	67.48	69.26
14	B	62.95	65.05	67.15	69.25	71.35	73.45	75.55	77.64	79.74	81.84
	O	62.95	65.05	67.15	69.25	71.35	73.45	75.55	77.64	79.74	81.84
15	B	74.05	76.52	78.99	81.46	83.92	86.39	88.86	91.33	93.80	94.49
	O	74.05	76.52	78.99	81.46	83.92	86.39	88.86	91.33	93.80	94.49

* 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 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>