

Salary Table 2026-RCH
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	16.23	16.78	17.32	17.86	18.40	18.94	19.48	20.02	20.57	21.11
	O	24.35	25.17	25.98	26.79	27.60	28.41	29.22	30.03	30.86	31.67
4	B	18.22	18.83	19.44	20.05	20.65	21.26	21.87	22.48	23.08	23.69
	O	27.33	28.25	29.16	30.08	30.98	31.89	32.81	33.72	34.62	35.54
5	B	20.39	21.07	21.75	22.43	23.11	23.79	24.47	25.15	25.83	26.51
	O	30.59	31.61	32.63	33.65	34.67	35.69	36.71	37.73	38.75	39.77
6	B	22.73	23.49	24.24	25.00	25.76	26.52	27.27	28.03	28.79	29.55
	O	34.10	35.24	36.36	37.50	38.64	39.78	40.91	42.05	43.19	44.33
7	B	25.26	26.10	26.94	27.78	28.62	29.47	30.31	31.15	31.99	32.83
	O	37.89	39.15	40.41	41.67	42.93	44.21	45.47	46.73	47.99	49.25
8	B	27.97	28.90	29.83	30.77	31.70	32.63	33.56	34.50	35.43	36.36
	O	41.96	43.35	44.75	46.16	47.55	48.95	50.34	51.03	51.03	51.03
9	B	30.89	31.92	32.95	33.98	35.01	36.04	37.07	38.10	39.13	40.16
	O	46.34	47.88	49.43	50.97	51.03	51.03	51.03	51.03	51.03	51.03
10	B	34.02	35.15	36.29	37.42	38.56	39.69	40.82	41.96	43.09	44.22
	O	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03
11	B	37.38	38.62	39.87	41.12	42.36	43.61	44.86	46.10	47.35	48.59
	O	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03	51.03
12	B	44.80	46.29	47.79	49.28	50.77	52.27	53.76	55.25	56.75	58.24
	O	51.03	51.03	51.03	51.03	51.03	52.27	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)).

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/>