

**SALARY TABLE 2009-RCH (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.90% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.10%**  
**FOR THE LOCALITY PAY AREA OF RICHMOND, VA**

(See <http://www.opm.gov/oca/09tables/locdef.asp> for definitions of locality pay areas.)

(TOTAL INCREASE: 3.52%)

**EFFECTIVE JANUARY 2009**

*Hourly Basic (B) Rates by Grade and Step*  
*Hourly Overtime (O) Rates 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	\$ 9.76	\$ 10.08	\$ 10.41	\$ 10.73	\$ 11.06	\$ 11.25	\$ 11.57	\$ 11.89	\$ 11.90	\$ 12.21
	O	14.64	15.12	15.62	16.10	16.59	16.88	17.36	17.84	17.85	18.32
2	B	10.97	11.23	11.59	11.90	12.04	12.39	12.74	13.10	13.45	13.80
	O	16.46	16.85	17.39	17.85	18.06	18.59	19.11	19.65	20.18	20.70
3	B	14.36	14.76	15.16	15.56	15.96	16.36	16.76	17.16	17.55	17.95
	O	21.54	22.14	22.74	23.34	23.94	24.54	25.14	25.74	26.33	26.93
4	B	16.13	16.57	17.02	17.47	17.92	18.36	18.81	19.26	19.71	20.16
	O	24.20	24.86	25.53	26.21	26.88	27.54	28.22	28.89	29.57	30.24
5	B	18.54	19.04	19.55	20.05	20.55	21.05	21.55	22.05	22.55	23.05
	O	27.81	28.56	29.33	30.08	30.83	31.58	32.33	33.08	33.83	34.58
6	B	19.55	20.11	20.67	21.23	21.79	22.34	22.90	23.46	24.02	24.58
	O	29.33	30.17	31.01	31.85	32.69	33.51	34.35	35.19	36.03	36.87
7	B	21.11	21.73	22.35	22.97	23.59	24.21	24.83	25.45	26.07	26.69
	O	31.67	32.60	33.53	34.46	35.39	36.32	37.25	38.18	38.88	38.88
8	B	22.00	22.69	23.38	24.06	24.75	25.44	26.13	26.81	27.50	28.19
	O	33.00	34.04	35.07	36.09	37.13	38.16	38.88	38.88	38.88	38.88
9	B	23.54	24.30	25.06	25.82	26.58	27.34	28.10	28.85	29.61	30.37
	O	35.31	36.45	37.59	38.73	38.88	38.88	38.88	38.88	38.88	38.88
10	B	25.92	26.76	27.59	28.43	29.27	30.10	30.94	31.78	32.61	33.45
	O	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88
11	B	27.56	28.48	29.40	30.32	31.24	32.15	33.07	33.99	34.91	35.83
	O	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88	38.88
12	B	33.03	34.14	35.24	36.34	37.44	38.54	39.64	40.74	41.84	42.94
	O	38.88	38.88	38.88	38.88	38.88	38.88	39.64	40.74	41.84	42.94
13	B	39.28	40.59	41.90	43.21	44.52	45.83	47.14	48.45	49.76	51.07
	O	39.28	40.59	41.90	43.21	44.52	45.83	47.14	48.45	49.76	51.07
14	B	46.42	47.97	49.52	51.06	52.61	54.16	55.71	57.25	58.80	60.35
	O	46.42	47.97	49.52	51.06	52.61	54.16	55.71	57.25	58.80	60.35
15	B	54.60	56.42	58.24	60.06	61.89	63.71	65.53	67.35	69.17	70.99
	O	54.60	56.42	58.24	60.06	61.89	63.71	65.53	67.35	69.17	70.99