

COURT PERSONNEL SYSTEM
Richmond, VA - Table RCH
22.28% Locality Payment Included
Effective January 12, 2026

	STEP	CLASSIFICATION LEVEL												Number of Default Steps ¹
		CL 21	CL 22	CL 23	CL 24	CL 25	CL 26	CL 27	CL 28	CL 29	CL 30	CL 31	CL 32	
D E V E L O P M E N T A L R A N G E	1	27102	34042	42145	46694	51562	56797	62396	74775	88938	105090	123610	144978	2
	2	27385	34396	42585	47181	52100	57388	63046	75556	89865	106186	124899	146489	2
	3	27667	34751	43025	47667	52638	57980	63697	76336	90792	107281	126188	148000	2
	4	27950	35105	43466	48154	53176	58572	64347	77116	91719	108377	127477	149512	2
	5	28232	35460	43906	48641	53714	59164	64998	77896	92645	109472	128766	151023	2
	6	28514	35815	44346	49127	54252	59756	65648	78676	93572	110568	130055	152535	2
	7	28797	36169	44786	49614	54790	60348	66299	79456	94499	111664	131343	154046	2
	8	29079	36524	45226	50101	55328	60939	66950	80236	95426	112759	132632	155557	2
	9	29362	36878	45667	50587	55866	61531	67600	81017	96353	113855	133921	157069	2
	10	29644	37233	46107	51074	56404	62123	68251	81797	97280	114951	135210	158580	2
	11	29927	37588	46547	51561	56942	62715	68901	82577	98207	116046	136499	160091	2
	12	30209	37942	46987	52047	57480	63307	69552	83357	99134	117142	137788	161603	2
	13	30492	38297	47428	52534	58018	63899	70202	84137	100061	118237	139076	163114	2
	14	30774	38651	47868	53021	58556	64490	70853	84917	100987	119333	140365	164626	2
	15	31057	39006	48308	53507	59094	65082	71503	85697	101914	120429	141654	166137	2
	16	31339	39361	48748	53994	59632	65674	72154	86478	102841	121524	142943	167648	2
	17	31622	39715	49188	54481	60170	66266	72804	87258	103768	122620	144232	169160	2
	18	31904	40070	49629	54967	60708	66858	73455	88038	104695	123716	145521	170671	2
	19	32187	40425	50069	55454	61246	67450	74105	88818	105622	124811	146809	172182	2
	20	32469	40779	50509	55941	61784	68041	74756	89598	106549	125907	148098	173694	2
	21	32751	41134	50949	56427	62322	68633	75406	90378	107476	127002	149387	175205	2
	22	33034	41488	51389	56914	62860	69225	76057	91159	108402	128098	150676	176717	2
	23	33316	41843	51830	57401	63399	69817	76707	91939	109329	129194	151965	178228	2
	24	33599	42198	52270	57887	63937	70409	77358	92719	110256	130289	153254	179739	1
F U L L P E R F O R M A N C E R A N G E	25	33881	42552	52710	58374	64475	71001	78009	93499	111183	131385	154542	181251	1
	26	34164	42907	53150	58861	65013	71592	78659	94279	112110	132481	155831	182762	1
	27	34446	43261	53590	59347	65551	72184	79310	95059	113037	133576	157120	184274	1
	28	34729	43616	54031	59834	66089	72776	79960	95839	113964	134672	158409	185785	1
	29	35011	43971	54471	60321	66627	73368	80611	96620	114891	135767	159698	187296	1
	30	35294	44325	54911	60807	67165	73960	81261	97400	115818	136863	160987	188808	1
	31	35576	44680	55351	61294	67703	74552	81912	98180	116744	137959	162275	190319	1
	32	35859	45035	55791	61781	68241	75144	82562	98960	117671	139054	163564	191830	1
	33	36141	45389	56232	62267	68779	75735	83213	99740	118598	140150	164853	193342	1
	34	36424	45744	56672	62754	69317	76327	83863	100520	119525	141246	166142	194853	1
	35	36706	46098	57112	63241	69855	76919	84514	101300	120452	142341	167431	196365	1
	36	36988	46453	57552	63727	70393	77511	85164	102081	121379	143437	168719	197876	1
	37	37271	46808	57993	64214	70931	78103	85815	102861	122306	144533	170008	199387	1
	38	37553	47162	58433	64701	71469	78695	86465	103641	123233	145628	171297	200899	1
	39	37836	47517	58873	65187	72007	79286	87116	104421	124159	146724	172586	202410	1
	40	38118	47871	59313	65674	72545	79878	87766	105201	125086	147819	173875	203921	1
	41	38401	48226	59753	66161	73083	80470	88417	105981	126013	148915	175164	205433	1
	42	38683	48581	60194	66647	73621	81062	89068	106761	126940	150011	176452	206944	1
	43	38966	48935	60634	67134	74159	81654	89718	107542	127867	151106	177741	208456	1
	44	39248	49290	61074	67621	74697	82246	90369	108322	128794	152202	179030	209600 *	1
	45	39531	49644	61514	68108	75235	82837	91019	109102	129721	153298	180319	209600 *	1
	46	39813	49999	61954	68594	75773	83429	91670	109882	130648	154393	181608	209600 *	1
	47	40096	50354	62395	69081	76311	84021	92320	110662	131575	155489	182897	209600 *	1
	48	40378	50708	62835	69568	76849	84613	92971	111442	132501	156584	184185	209600 *	1
	49	40661	51063	63275	70054	77387	85205	93621	112222	133428	157680	185474	209600 *	1
	50	40943	51418	63715	70541	77925	85797	94272	113003	134355	158776	186763	209600 *	1
	51	41225	51772	64155	71028	78463	86388	94922	113783	135282	159871	188052	209600 *	1
	52	41508	52127	64596	71514	79001	86980	95573	114563	136209	160967	189341	209600 *	1
	53	41790	52481	65036	72001	79539	87572	96223	115343	137136	162063	190630	209600 *	1
	54	42073	52836	65476	72488	80078	88164	96874	116123	138063	163158	191918	209600 *	1
	55	42355	53191	65916	72974	80616	88756	97524	116903	138990	164254	193207	209600 *	1
	56	42638	53545	66356	73461	81154	89348	98175	117683	139916	165349	194496	209600 *	1
	57	42920	53900	66797	73948	81692	89939	98825	118464	140843	166445	195785	209600 *	1
	58	43203	54254	67237	74434	82230	90531	99476	119244	141770	167541	197074	209600 *	1
	59	43485	54609	67677	74921	82768	91123	100127	120024	142697	168636	197200 **	209600 *	1
	60	43768	54964	68117	75408	83306	91715	100777	120804	143624	169732	197200 **	209600 *	1
	61	44050	55318	68558	75894	83844	92307	101428	121584	144551	170828	197200 **	209600 *	0

* Rate limited to the rate for Level III of the Executive Schedule.

** Rate limited to the rate for Level IV of the Executive Schedule.

¹The default step increase for employees in the developmental range is two steps every six months.
The default step increase for employees in the full performance range is one step every year.