

SALARY TABLE 2019-VB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.91%
FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC
TOTAL INCREASE: 1.87%
EFFECTIVE JANUARY 2019

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 | \$ 10.58 | \$ 10.93 | \$ 11.29 | \$ 11.63 | \$ 11.99 | \$ 12.19 | \$ 12.54 | \$ 12.89 | \$ 12.91 | \$ 13.23 |
| | O | 15.87 | 16.40 | 16.94 | 17.45 | 17.99 | 18.29 | 18.81 | 19.34 | 19.37 | 19.85 |
| 2 | B | 11.89 | 12.18 | 12.57 | 12.91 | 13.05 | 13.43 | 13.82 | 14.20 | 14.59 | 14.97 |
| | O | 17.84 | 18.27 | 18.86 | 19.37 | 19.58 | 20.15 | 20.73 | 21.30 | 21.89 | 22.46 |
| 3 | B | 15.57 | 16.01 | 16.44 | 16.87 | 17.30 | 17.74 | 18.17 | 18.60 | 19.04 | 19.47 |
| | O | 23.36 | 24.02 | 24.66 | 25.31 | 25.95 | 26.61 | 27.26 | 27.90 | 28.56 | 29.21 |
| 4 | B | 17.48 | 17.97 | 18.45 | 18.94 | 19.42 | 19.91 | 20.39 | 20.88 | 21.37 | 21.85 |
| | O | 26.22 | 26.96 | 27.68 | 28.41 | 29.13 | 29.87 | 30.59 | 31.32 | 32.06 | 32.78 |
| 5 | B | 20.10 | 20.65 | 21.19 | 21.73 | 22.28 | 22.82 | 23.36 | 23.91 | 24.45 | 24.99 |
| | O | 30.15 | 30.98 | 31.79 | 32.60 | 33.42 | 34.23 | 35.04 | 35.87 | 36.68 | 37.49 |
| 6 | B | 21.20 | 21.81 | 22.41 | 23.02 | 23.62 | 24.23 | 24.84 | 25.44 | 26.05 | 26.65 |
| | O | 31.80 | 32.72 | 33.62 | 34.53 | 35.43 | 36.35 | 37.26 | 38.16 | 39.08 | 39.98 |
| 7 | B | 22.88 | 23.56 | 24.23 | 24.90 | 25.58 | 26.25 | 26.92 | 27.60 | 28.27 | 28.94 |
| | O | 34.32 | 35.34 | 36.35 | 37.35 | 38.37 | 39.38 | 40.38 | 41.40 | 42.17 | 42.17 |
| 8 | B | 23.85 | 24.60 | 25.34 | 26.09 | 26.83 | 27.58 | 28.32 | 29.07 | 29.82 | 30.56 |
| | O | 35.78 | 36.90 | 38.01 | 39.14 | 40.25 | 41.37 | 42.17 | 42.17 | 42.17 | 42.17 |
| 9 | B | 25.52 | 26.34 | 27.17 | 27.99 | 28.81 | 29.64 | 30.46 | 31.28 | 32.11 | 32.93 |
| | O | 38.28 | 39.51 | 40.76 | 41.99 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 |
| 10 | B | 28.11 | 29.01 | 29.92 | 30.82 | 31.73 | 32.64 | 33.54 | 34.45 | 35.36 | 36.26 |
| | O | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 |
| 11 | B | 29.88 | 30.88 | 31.88 | 32.87 | 33.87 | 34.86 | 35.86 | 36.86 | 37.85 | 38.85 |
| | O | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 |
| 12 | B | 35.82 | 37.01 | 38.21 | 39.40 | 40.59 | 41.79 | 42.98 | 44.18 | 45.37 | 46.56 |
| | O | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.17 | 42.98 | 44.18 | 45.37 | 46.56 |
| 13 | B | 42.59 | 44.01 | 45.43 | 46.85 | 48.27 | 49.69 | 51.11 | 52.53 | 53.95 | 55.37 |
| | O | 42.59 | 44.01 | 45.43 | 46.85 | 48.27 | 49.69 | 51.11 | 52.53 | 53.95 | 55.37 |
| 14 | B | 50.33 | 52.01 | 53.69 | 55.36 | 57.04 | 58.72 | 60.40 | 62.07 | 63.75 | 65.43 |
| | O | 50.33 | 52.01 | 53.69 | 55.36 | 57.04 | 58.72 | 60.40 | 62.07 | 63.75 | 65.43 |
| 15 | B | 59.20 | 61.18 | 63.15 | 65.12 | 67.09 | 69.07 | 71.04 | 73.01 | 74.99 | 76.96 |
| | O | 59.20 | 61.18 | 63.15 | 65.12 | 67.09 | 69.07 | 71.04 | 73.01 | 74.99 | 76.96 |

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 2019 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>