

**Salary Table 2023-VB (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 17.94%**  
**For the Locality Pay Area of Virginia Beach-Norfolk, VA-NC**  
**Total Increase: 4.78%**  
**Effective January 2023**

*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	\$ 11.87	\$ 12.27	\$ 12.66	\$ 13.05	\$ 13.45	\$ 13.68	\$ 14.07	\$ 14.46	\$ 14.48	\$ 14.85
	O	17.81	18.41	18.99	19.58	20.18	20.52	21.11	21.69	21.72	22.28
2	B	13.34	13.66	14.10	14.48	14.64	15.07	15.50	15.93	16.36	16.79
	O	20.01	20.49	21.15	21.72	21.96	22.61	23.25	23.90	24.54	25.19
3	B	17.47	17.96	18.44	18.93	19.41	19.90	20.38	20.87	21.36	21.84
	O	26.21	26.94	27.66	28.40	29.12	29.85	30.57	31.31	32.04	32.76
4	B	19.61	20.16	20.70	21.25	21.79	22.34	22.88	23.43	23.97	24.52
	O	29.42	30.24	31.05	31.88	32.69	33.51	34.32	35.15	35.96	36.78
5	B	22.55	23.16	23.77	24.38	24.99	25.60	26.21	26.82	27.43	28.04
	O	33.83	34.74	35.66	36.57	37.49	38.40	39.32	40.23	41.15	42.06
6	B	23.78	24.46	25.14	25.82	26.50	27.18	27.86	28.54	29.21	29.89
	O	35.67	36.69	37.71	38.73	39.75	40.77	41.79	42.81	43.82	44.84
7	B	25.67	26.43	27.18	27.94	28.69	29.45	30.20	30.96	31.71	32.47
	O	38.51	39.65	40.77	41.91	43.04	44.18	45.30	46.44	47.30	47.30
8	B	26.76	27.59	28.43	29.27	30.10	30.94	31.78	32.61	33.45	34.29
	O	40.14	41.39	42.65	43.91	45.15	46.41	47.30	47.30	47.30	47.30
9	B	28.63	29.55	30.48	31.40	32.32	33.25	34.17	35.09	36.02	36.94
	O	42.95	44.33	45.72	47.10	47.30	47.30	47.30	47.30	47.30	47.30
10	B	31.53	32.55	33.56	34.58	35.60	36.61	37.63	38.65	39.67	40.68
	O	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30
11	B	33.52	34.64	35.76	36.87	37.99	39.11	40.23	41.34	42.46	43.58
	O	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30	47.30
12	B	40.18	41.52	42.86	44.20	45.54	46.88	48.22	49.55	50.89	52.23
	O	47.30	47.30	47.30	47.30	47.30	47.30	48.22	49.55	50.89	52.23
13	B	47.78	49.37	50.96	52.56	54.15	55.74	57.33	58.93	60.52	62.11
	O	47.78	49.37	50.96	52.56	54.15	55.74	57.33	58.93	60.52	62.11
14	B	56.46	58.34	60.22	62.11	63.99	65.87	67.75	69.63	71.51	73.40
	O	56.46	58.34	60.22	62.11	63.99	65.87	67.75	69.63	71.51	73.40
15	B	66.41	68.62	70.84	73.05	75.27	77.48	79.69	81.91	84.12	86.33
	O	66.41	68.62	70.84	73.05	75.27	77.48	79.69	81.91	84.12	86.33

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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>