

**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**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 22,079	\$ 22,818	\$ 23,553	\$ 24,282	\$ 25,017	\$ 25,446	\$ 26,171	\$ 26,904	\$ 26,933	\$ 27,618
2	24,824	25,416	26,237	26,933	27,235	28,036	28,837	29,638	30,439	31,240
3	32,503	33,406	34,309	35,212	36,115	37,018	37,921	38,824	39,727	40,630
4	36,485	37,498	38,511	39,524	40,537	41,550	42,563	43,576	44,589	45,602
5	41,955	43,088	44,222	45,356	46,489	47,623	48,756	49,890	51,024	52,157
6	44,244	45,509	46,773	48,038	49,302	50,567	51,831	53,096	54,361	55,625
7	47,760	49,164	50,569	51,974	53,379	54,784	56,189	57,593	58,998	60,403
8	49,780	51,335	52,891	54,446	56,002	57,557	59,113	60,668	62,224	63,779
9	53,264	54,982	56,700	58,417	60,135	61,853	63,571	65,289	67,006	68,724
10	58,656	60,548	62,440	64,331	66,223	68,115	70,006	71,898	73,789	75,681
11	62,365	64,445	66,524	68,604	70,683	72,763	74,842	76,921	79,001	81,080
12	74,750	77,242	79,734	82,227	84,719	87,211	89,703	92,195	94,687	97,179
13	88,888	91,851	94,813	97,776	100,739	103,701	106,664	109,627	112,589	115,552
14	105,039	108,540	112,042	115,544	119,045	122,547	126,049	129,550	133,052	136,554
15	123,554	127,673	131,791	135,909	140,027	144,146	148,264	152,382	156,501	160,619

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>