

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

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	\$ 24,766	\$ 25,598	\$ 26,420	\$ 27,241	\$ 28,063	\$ 28,544	\$ 29,359	\$ 30,180	\$ 30,213	\$ 30,986
2	27,848	28,511	29,433	30,213	30,554	31,452	32,351	33,250	34,148	35,047
3	36,465	37,478	38,491	39,504	40,517	41,530	42,543	43,556	44,570	45,583
4	40,931	42,068	43,205	44,342	45,479	46,616	47,753	48,890	50,027	51,164
5	47,070	48,342	49,615	50,888	52,160	53,433	54,705	55,978	57,250	58,523
6	49,629	51,047	52,464	53,882	55,300	56,717	58,135	59,553	60,970	62,388
7	53,575	55,151	56,727	58,302	59,878	61,454	63,029	64,605	66,181	67,757
8	55,843	57,589	59,334	61,080	62,825	64,571	66,316	68,062	69,808	71,553
9	59,751	61,678	63,605	65,532	67,459	69,386	71,314	73,241	75,168	77,095
10	65,799	67,922	70,045	72,167	74,290	76,413	78,536	80,659	82,782	84,905
11	69,961	72,293	74,624	76,956	79,288	81,619	83,951	86,283	88,614	90,946
12	83,854	86,649	89,445	92,240	95,035	97,830	100,625	103,420	106,216	109,011
13	99,714	103,037	106,361	109,684	113,008	116,331	119,655	122,978	126,302	129,625
14	117,831	121,759	125,686	129,614	133,541	137,469	141,396	145,323	149,251	153,178
15	138,601	143,220	147,840	152,460	157,080	161,699	166,319	170,939	175,558	180,178

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 2023 Locality Pay Area Definitions page:

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