

Salary Table 2025-VB (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.80%
For the Locality Pay Area of Virginia Beach-Norfolk, VA-NC
Total Increase: 1.99%
Effective January 2025

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	\$ 26,564	\$ 27,455	\$ 28,337	\$ 29,218	\$ 30,099	\$ 30,615	\$ 31,489	\$ 32,369	\$ 32,405	\$ 33,228
2	29,869	30,579	31,569	32,405	32,769	33,732	34,696	35,659	36,622	37,586
3	39,107	40,192	41,278	42,364	43,450	44,536	45,622	46,707	47,793	48,879
4	43,905	45,125	46,345	47,565	48,785	50,005	51,225	52,445	53,666	54,886
5	50,478	51,842	53,206	54,570	55,933	57,297	58,661	60,025	61,389	62,753
6	53,231	54,751	56,272	57,793	59,313	60,834	62,355	63,875	65,396	66,916
7	57,465	59,155	60,846	62,536	64,227	65,917	67,608	69,298	70,989	72,679
8	59,895	61,768	63,640	65,512	67,385	69,257	71,129	73,001	74,874	76,746
9	64,087	66,154	68,221	70,288	72,355	74,422	76,489	78,557	80,624	82,691
10	70,573	72,849	75,126	77,402	79,678	81,954	84,230	86,507	88,783	91,059
11	75,038	77,538	80,039	82,540	85,041	87,541	90,042	92,543	95,044	97,544
12	89,939	92,937	95,936	98,934	101,933	104,931	107,930	110,928	113,927	116,925
13	106,950	110,515	114,080	117,645	121,210	124,776	128,341	131,906	135,471	139,036
14	126,382	130,594	134,807	139,020	143,232	147,445	151,658	155,870	160,083	164,296
15	148,658	153,613	158,568	163,523	168,479	173,434	178,389	183,344	188,299	193,254

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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>