

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

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	\$ 12.73	\$ 13.16	\$ 13.58	\$ 14.00	\$ 14.42	\$ 14.67	\$ 15.09	\$ 15.51	\$ 15.53	\$ 15.92
	O	19.10	19.74	20.37	21.00	21.63	22.01	22.64	23.27	23.30	23.88
2	B	14.31	14.65	15.13	15.53	15.70	16.16	16.62	17.09	17.55	18.01
	O	21.47	21.98	22.70	23.30	23.55	24.24	24.93	25.64	26.33	27.02
3	B	18.74	19.26	19.78	20.30	20.82	21.34	21.86	22.38	22.90	23.42
	O	28.11	28.89	29.67	30.45	31.23	32.01	32.79	33.57	34.35	35.13
4	B	21.04	21.62	22.21	22.79	23.38	23.96	24.54	25.13	25.71	26.30
	O	31.56	32.43	33.32	34.19	35.07	35.94	36.81	37.70	38.57	39.45
5	B	24.19	24.84	25.49	26.15	26.80	27.45	28.11	28.76	29.41	30.07
	O	36.29	37.26	38.24	39.23	40.20	41.18	42.17	43.14	44.12	45.11
6	B	25.51	26.23	26.96	27.69	28.42	29.15	29.88	30.61	31.33	32.06
	O	38.27	39.35	40.44	41.54	42.63	43.73	44.82	45.92	47.00	48.09
7	B	27.53	28.34	29.15	29.96	30.77	31.58	32.39	33.20	34.01	34.82
	O	41.30	42.51	43.73	44.94	46.16	47.37	48.59	49.80	50.73	50.73
8	B	28.70	29.60	30.49	31.39	32.29	33.18	34.08	34.98	35.88	36.77
	O	43.05	44.40	45.74	47.09	48.44	49.77	50.73	50.73	50.73	50.73
9	B	30.71	31.70	32.69	33.68	34.67	35.66	36.65	37.64	38.63	39.62
	O	46.07	47.55	49.04	50.52	50.73	50.73	50.73	50.73	50.73	50.73
10	B	33.82	34.91	36.00	37.09	38.18	39.27	40.36	41.45	42.54	43.63
	O	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73
11	B	35.95	37.15	38.35	39.55	40.75	41.95	43.14	44.34	45.54	46.74
	O	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73	50.73
12	B	43.09	44.53	45.97	47.40	48.84	50.28	51.72	53.15	54.59	56.03
	O	50.73	50.73	50.73	50.73	50.73	50.73	51.72	53.15	54.59	56.03
13	B	51.25	52.95	54.66	56.37	58.08	59.79	61.50	63.20	64.91	66.62
	O	51.25	52.95	54.66	56.37	58.08	59.79	61.50	63.20	64.91	66.62
14	B	60.56	62.57	64.59	66.61	68.63	70.65	72.67	74.69	76.70	78.72
	O	60.56	62.57	64.59	66.61	68.63	70.65	72.67	74.69	76.70	78.72
15	B	71.23	73.60	75.98	78.35	80.73	83.10	85.48	87.85	90.22	92.60
	O	71.23	73.60	75.98	78.35	80.73	83.10	85.48	87.85	90.22	92.60

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 2025 Locality Pay Area Definitions page:

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