

**Salary Table 2026-VB (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1% General Schedule Increase and a Locality Payment of 18.80%**  
**For the Locality Pay Area of Virginia Beach-Norfolk, VA-NC**  
**Total Increase: 1%**  
**Effective January 2026**

*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	\$ 26,830	\$ 27,729	\$ 28,621	\$ 29,510	\$ 30,400	\$ 30,921	\$ 31,804	\$ 32,693	\$ 32,729	\$ 33,559
2	30,167	30,884	31,885	32,729	33,095	34,068	35,041	36,014	36,987	37,960
3	39,503	40,601	41,699	42,797	43,894	44,992	46,090	47,187	48,285	49,383
4	44,342	45,574	46,806	48,038	49,270	50,502	51,734	52,966	54,198	55,430
5	50,988	52,366	53,744	55,122	56,500	57,878	59,256	60,634	62,012	63,390
6	53,764	55,300	56,836	58,372	59,908	61,445	62,981	64,517	66,053	67,589
7	58,039	59,746	61,453	63,160	64,867	66,574	68,281	69,989	71,696	73,403
8	60,493	62,383	64,273	66,163	68,053	69,944	71,834	73,724	75,614	77,504
9	64,728	66,817	68,905	70,994	73,082	75,171	77,259	79,348	81,436	83,525
10	71,279	73,578	75,876	78,175	80,474	82,773	85,071	87,370	89,669	91,968
11	75,788	78,315	80,842	83,369	85,896	88,423	90,950	93,477	96,003	98,530
12	90,838	93,866	96,894	99,923	102,951	105,979	109,007	112,036	115,064	118,092
13	108,019	111,620	115,221	118,821	122,422	126,023	129,624	133,225	136,826	140,426
14	127,646	131,901	136,157	140,412	144,668	148,923	153,178	157,434	161,689	165,945
15	150,144	155,149	160,154	165,159	170,164	175,169	180,174	185,180	190,185	195,190

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 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>