

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

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	\$ 12.86	\$ 13.29	\$ 13.71	\$ 14.14	\$ 14.57	\$ 14.82	\$ 15.24	\$ 15.67	\$ 15.68	\$ 16.08
	O	19.29	19.94	20.57	21.21	21.86	22.23	22.86	23.51	23.52	24.12
2	B	14.45	14.80	15.28	15.68	15.86	16.32	16.79	17.26	17.72	18.19
	O	21.68	22.20	22.92	23.52	23.79	24.48	25.19	25.89	26.58	27.29
3	B	18.93	19.45	19.98	20.51	21.03	21.56	22.08	22.61	23.14	23.66
	O	28.40	29.18	29.97	30.77	31.55	32.34	33.12	33.92	34.71	35.49
4	B	21.25	21.84	22.43	23.02	23.61	24.20	24.79	25.38	25.97	26.56
	O	31.88	32.76	33.65	34.53	35.42	36.30	37.19	38.07	38.96	39.84
5	B	24.43	25.09	25.75	26.41	27.07	27.73	28.39	29.05	29.71	30.37
	O	36.65	37.64	38.63	39.62	40.61	41.60	42.59	43.58	44.57	45.56
6	B	25.76	26.50	27.23	27.97	28.71	29.44	30.18	30.91	31.65	32.39
	O	38.64	39.75	40.85	41.96	43.07	44.16	45.27	46.37	47.48	48.59
7	B	27.81	28.63	29.45	30.26	31.08	31.90	32.72	33.54	34.35	35.17
	O	41.72	42.95	44.18	45.39	46.62	47.85	49.08	50.31	51.23	51.23
8	B	28.99	29.89	30.80	31.70	32.61	33.51	34.42	35.33	36.23	37.14
	O	43.49	44.84	46.20	47.55	48.92	50.27	51.23	51.23	51.23	51.23
9	B	31.01	32.02	33.02	34.02	35.02	36.02	37.02	38.02	39.02	40.02
	O	46.52	48.03	49.53	51.03	51.23	51.23	51.23	51.23	51.23	51.23
10	B	34.15	35.26	36.36	37.46	38.56	39.66	40.76	41.86	42.97	44.07
	O	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23
11	B	36.31	37.53	38.74	39.95	41.16	42.37	43.58	44.79	46.00	47.21
	O	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23	51.23
12	B	43.53	44.98	46.43	47.88	49.33	50.78	52.23	53.68	55.13	56.58
	O	51.23	51.23	51.23	51.23	51.23	51.23	52.23	53.68	55.13	56.58
13	B	51.76	53.48	55.21	56.93	58.66	60.38	62.11	63.84	65.56	67.29
	O	51.76	53.48	55.21	56.93	58.66	60.38	62.11	63.84	65.56	67.29
14	B	61.16	63.20	65.24	67.28	69.32	71.36	73.40	75.44	77.47	79.51
	O	61.16	63.20	65.24	67.28	69.32	71.36	73.40	75.44	77.47	79.51
15	B	71.94	74.34	76.74	79.14	81.54	83.93	86.33	88.73	91.13	93.53
	O	71.94	74.34	76.74	79.14	81.54	83.93	86.33	88.73	91.13	93.53

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 2026 Locality Pay Area Definitions page:

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