

SALARY TABLE 2019-VB (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1.4% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 15.91%
FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC
TOTAL INCREASE: 1.87%
EFFECTIVE JANUARY 2019

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	\$ 10.58	\$ 10.93	\$ 11.29	\$ 11.63	\$ 11.99	\$ 12.19	\$ 12.54	\$ 12.89	\$ 12.91	\$ 13.23
	O	15.87	16.40	16.94	17.45	17.99	18.29	18.81	19.34	19.37	19.85
2	B	11.89	12.18	12.57	12.91	13.05	13.43	13.82	14.20	14.59	14.97
	O	17.84	18.27	18.86	19.37	19.58	20.15	20.73	21.30	21.89	22.46
3	B	15.57	16.01	16.44	16.87	17.30	17.74	18.17	18.60	19.04	19.47
	O	23.36	24.02	24.66	25.31	25.95	26.61	27.26	27.90	28.56	29.21
4	B	17.48	17.97	18.45	18.94	19.42	19.91	20.39	20.88	21.37	21.85
	O	26.22	26.96	27.68	28.41	29.13	29.87	30.59	31.32	32.06	32.78
5	B	20.10	20.65	21.19	21.73	22.28	22.82	23.36	23.91	24.45	24.99
	O	30.15	30.98	31.79	32.60	33.42	34.23	35.04	35.87	36.68	37.49
6	B	21.20	21.81	22.41	23.02	23.62	24.23	24.84	25.44	26.05	26.65
	O	31.80	32.72	33.62	34.53	35.43	36.35	37.26	38.16	39.08	39.98
7	B	22.88	23.56	24.23	24.90	25.58	26.25	26.92	27.60	28.27	28.94
	O	34.32	35.34	36.35	37.35	38.37	39.38	40.38	41.40	42.17	42.17
8	B	23.85	24.60	25.34	26.09	26.83	27.58	28.32	29.07	29.82	30.56
	O	35.78	36.90	38.01	39.14	40.25	41.37	42.17	42.17	42.17	42.17
9	B	25.52	26.34	27.17	27.99	28.81	29.64	30.46	31.28	32.11	32.93
	O	38.28	39.51	40.76	41.99	42.17	42.17	42.17	42.17	42.17	42.17
10	B	28.11	29.01	29.92	30.82	31.73	32.64	33.54	34.45	35.36	36.26
	O	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17
11	B	29.88	30.88	31.88	32.87	33.87	34.86	35.86	36.86	37.85	38.85
	O	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17	42.17
12	B	35.82	37.01	38.21	39.40	40.59	41.79	42.98	44.18	45.37	46.56
	O	42.17	42.17	42.17	42.17	42.17	42.17	42.98	44.18	45.37	46.56
13	B	42.59	44.01	45.43	46.85	48.27	49.69	51.11	52.53	53.95	55.37
	O	42.59	44.01	45.43	46.85	48.27	49.69	51.11	52.53	53.95	55.37
14	B	50.33	52.01	53.69	55.36	57.04	58.72	60.40	62.07	63.75	65.43
	O	50.33	52.01	53.69	55.36	57.04	58.72	60.40	62.07	63.75	65.43
15	B	59.20	61.18	63.15	65.12	67.09	69.07	71.04	73.01	74.99	76.96
	O	59.20	61.18	63.15	65.12	67.09	69.07	71.04	73.01	74.99	76.96

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 2019 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2019/locality-pay-area-definitions/>