

**SALARY TABLE 2019-VB**  
**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	12.98	13.41	13.84	14.28	14.71	15.14	15.57	16.01	16.44	16.87
	O	19.47	20.12	20.76	21.42	22.07	22.71	23.36	24.02	24.66	25.31
4	B	14.57	15.06	15.54	16.03	16.51	17.00	17.48	17.97	18.45	18.94
	O	21.86	22.59	23.31	24.05	24.77	25.50	26.22	26.96	27.68	28.41
5	B	16.30	16.84	17.39	17.93	18.47	19.02	19.56	20.10	20.65	21.19
	O	24.45	25.26	26.09	26.90	27.71	28.53	29.34	30.15	30.98	31.79
6	B	18.17	18.78	19.38	19.99	20.59	21.20	21.81	22.41	23.02	23.62
	O	27.26	28.17	29.07	29.99	30.89	31.80	32.72	33.62	34.53	35.43
7	B	20.19	20.86	21.54	22.21	22.88	23.56	24.23	24.90	25.58	26.25
	O	30.29	31.29	32.31	33.32	34.32	35.34	36.35	37.35	38.37	39.38
8	B	22.36	23.11	23.85	24.60	25.34	26.09	26.83	27.58	28.32	29.07
	O	33.54	34.67	35.78	36.90	38.01	39.14	40.25	40.80	40.80	40.80
9	B	24.70	25.52	26.34	27.17	27.99	28.81	29.64	30.46	31.28	32.11
	O	37.05	38.28	39.51	40.76	40.80	40.80	40.80	40.80	40.80	40.80
10	B	27.20	28.11	29.01	29.92	30.82	31.73	32.64	33.54	34.45	35.36
	O	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80
11	B	29.88	30.88	31.88	32.87	33.87	34.86	35.86	36.86	37.85	38.85
	O	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80	40.80
12	B	35.82	37.01	38.21	39.40	40.59	41.79	42.98	44.18	45.37	46.56
	O	40.80	40.80	40.80	40.80	40.80	41.79	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

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/>