

**SALARY TABLE 2020-VB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.51%**  
**FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC**  
**TOTAL INCREASE: 3.13%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 22,770	\$ 23,533	\$ 24,290	\$ 25,043	\$ 25,800	\$ 26,243	\$ 26,991	\$ 27,746	\$ 27,776	\$ 28,484
2	25,602	26,211	27,059	27,776	28,088	28,914	29,740	30,566	31,392	32,219
3	33,520	34,451	35,382	36,313	37,244	38,175	39,105	40,036	40,967	41,898
4	37,629	38,674	39,719	40,765	41,810	42,855	43,900	44,945	45,990	47,035
5	43,273	44,443	45,612	46,782	47,952	49,122	50,292	51,461	52,631	53,801
6	45,628	46,931	48,235	49,539	50,843	52,146	53,450	54,754	56,058	57,361
7	49,252	50,700	52,149	53,597	55,045	56,493	57,942	59,390	60,838	62,286
8	51,339	52,943	54,548	56,152	57,756	59,361	60,965	62,569	64,174	65,778
9	54,932	56,704	58,476	60,248	62,021	63,793	65,565	67,337	69,109	70,881
10	60,493	62,445	64,396	66,348	68,299	70,251	72,202	74,154	76,105	78,057
11	64,318	66,462	68,606	70,750	72,893	75,037	77,181	79,325	81,468	83,612
12	77,091	79,661	82,232	84,802	87,372	89,942	92,512	95,083	97,653	100,223
13	91,671	94,727	97,783	100,839	103,895	106,952	110,008	113,064	116,120	119,176
14	108,328	111,938	115,549	119,159	122,770	126,381	129,991	133,602	137,213	140,823
15	127,422	131,670	135,918	140,166	144,414	148,662	152,910	157,158	161,406	165,654

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 2020 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>