

**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**

*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	\$ 10.91	\$ 11.28	\$ 11.64	\$ 12.00	\$ 12.36	\$ 12.57	\$ 12.93	\$ 13.29	\$ 13.31	\$ 13.65
	O	16.37	16.92	17.46	18.00	18.54	18.86	19.40	19.94	19.97	20.48
2	B	12.27	12.56	12.97	13.31	13.46	13.85	14.25	14.65	15.04	15.44
	O	18.41	18.84	19.46	19.97	20.19	20.78	21.38	21.98	22.56	23.16
3	B	16.06	16.51	16.95	17.40	17.85	18.29	18.74	19.18	19.63	20.08
	O	24.09	24.77	25.43	26.10	26.78	27.44	28.11	28.77	29.45	30.12
4	B	18.03	18.53	19.03	19.53	20.03	20.53	21.03	21.54	22.04	22.54
	O	27.05	27.80	28.55	29.30	30.05	30.80	31.55	32.31	33.06	33.81
5	B	20.73	21.30	21.86	22.42	22.98	23.54	24.10	24.66	25.22	25.78
	O	31.10	31.95	32.79	33.63	34.47	35.31	36.15	36.99	37.83	38.67
6	B	21.86	22.49	23.11	23.74	24.36	24.99	25.61	26.24	26.86	27.48
	O	32.79	33.74	34.67	35.61	36.54	37.49	38.42	39.36	40.29	41.22
7	B	23.60	24.29	24.99	25.68	26.38	27.07	27.76	28.46	29.15	29.84
	O	35.40	36.44	37.49	38.52	39.57	40.61	41.64	42.69	43.49	43.49
8	B	24.60	25.37	26.14	26.91	27.67	28.44	29.21	29.98	30.75	31.52
	O	36.90	38.06	39.21	40.37	41.51	42.66	43.49	43.49	43.49	43.49
9	B	26.32	27.17	28.02	28.87	29.72	30.57	31.42	32.26	33.11	33.96
	O	39.48	40.76	42.03	43.31	43.49	43.49	43.49	43.49	43.49	43.49
10	B	28.99	29.92	30.86	31.79	32.73	33.66	34.60	35.53	36.47	37.40
	O	43.49	43.49	43.49	43.49	43.49	43.49	43.49	43.49	43.49	43.49
11	B	30.82	31.85	32.87	33.90	34.93	35.95	36.98	38.01	39.04	40.06
	O	43.49	43.49	43.49	43.49	43.49	43.49	43.49	43.49	43.49	43.49
12	B	36.94	38.17	39.40	40.63	41.86	43.10	44.33	45.56	46.79	48.02
	O	43.49	43.49	43.49	43.49	43.49	43.49	44.33	45.56	46.79	48.02
13	B	43.92	45.39	46.85	48.32	49.78	51.25	52.71	54.18	55.64	57.10
	O	43.92	45.39	46.85	48.32	49.78	51.25	52.71	54.18	55.64	57.10
14	B	51.91	53.64	55.37	57.10	58.83	60.56	62.29	64.02	65.75	67.48
	O	51.91	53.64	55.37	57.10	58.83	60.56	62.29	64.02	65.75	67.48
15	B	61.06	63.09	65.13	67.16	69.20	71.23	73.27	75.30	77.34	79.37
	O	61.06	63.09	65.13	67.16	69.20	71.23	73.27	75.30	77.34	79.37

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 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>