

**SALARY TABLE 2020-VB**  
**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	13.38	13.83	14.28	14.72	15.17	15.62	16.06	16.51	16.95	17.40
	O	20.07	20.75	21.42	22.08	22.76	23.43	24.09	24.77	25.43	26.10
4	B	15.03	15.53	16.03	16.53	17.03	17.53	18.03	18.53	19.03	19.53
	O	22.55	23.30	24.05	24.80	25.55	26.30	27.05	27.80	28.55	29.30
5	B	16.81	17.37	17.93	18.49	19.05	19.61	20.17	20.73	21.30	21.86
	O	25.22	26.06	26.90	27.74	28.58	29.42	30.26	31.10	31.95	32.79
6	B	18.74	19.36	19.99	20.61	21.24	21.86	22.49	23.11	23.74	24.36
	O	28.11	29.04	29.99	30.92	31.86	32.79	33.74	34.67	35.61	36.54
7	B	20.82	21.52	22.21	22.91	23.60	24.29	24.99	25.68	26.38	27.07
	O	31.23	32.28	33.32	34.37	35.40	36.44	37.49	38.52	39.57	40.61
8	B	23.06	23.83	24.60	25.37	26.14	26.91	27.67	28.44	29.21	29.98
	O	34.59	35.75	36.90	38.06	39.21	40.37	41.51	42.08	42.08	42.08
9	B	25.47	26.32	27.17	28.02	28.87	29.72	30.57	31.42	32.26	33.11
	O	38.21	39.48	40.76	42.03	42.08	42.08	42.08	42.08	42.08	42.08
10	B	28.05	28.99	29.92	30.86	31.79	32.73	33.66	34.60	35.53	36.47
	O	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08
11	B	30.82	31.85	32.87	33.90	34.93	35.95	36.98	38.01	39.04	40.06
	O	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08	42.08
12	B	36.94	38.17	39.40	40.63	41.86	43.10	44.33	45.56	46.79	48.02
	O	42.08	42.08	42.08	42.08	42.08	43.10	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

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/>