

**SALARY TABLE 2021-VB (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.51%**  
**FOR THE LOCALITY PAY AREA OF VIRGINIA BEACH-NORFOLK, VA-NC**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*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	\$ 22,997	\$ 23,768	\$ 24,532	\$ 25,293	\$ 26,057	\$ 26,505	\$ 27,261	\$ 28,023	\$ 28,053	\$ 28,766
2	25,858	26,473	27,330	28,053	28,369	29,203	30,037	30,872	31,706	32,540
3	33,855	34,796	35,736	36,676	37,616	38,557	39,497	40,437	41,377	42,318
4	38,006	39,061	40,117	41,172	42,228	43,283	44,339	45,395	46,450	47,506
5	43,705	44,887	46,068	47,249	48,431	49,612	50,794	51,975	53,157	54,338
6	46,083	47,400	48,716	50,033	51,349	52,666	53,983	55,299	56,616	57,932
7	49,747	51,211	52,674	54,138	55,601	57,064	58,528	59,991	61,454	62,918
8	51,853	53,473	55,094	56,715	58,335	59,956	61,577	63,197	64,818	66,439
9	55,481	57,270	59,060	60,850	62,639	64,429	66,218	68,008	69,798	71,587
10	61,098	63,069	65,041	67,012	68,983	70,955	72,926	74,897	76,869	78,840
11	64,961	67,127	69,293	71,459	73,625	75,791	77,957	80,123	82,289	84,455
12	77,862	80,458	83,054	85,650	88,246	90,842	93,438	96,033	98,629	101,225
13	92,588	95,675	98,761	101,847	104,934	108,020	111,106	114,193	117,279	120,365
14	109,411	113,058	116,705	120,351	123,998	127,645	131,292	134,938	138,585	142,232
15	128,697	132,987	137,277	141,567	145,857	150,146	154,436	158,726	163,016	167,306

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 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>