

**SALARY TABLE 2021-VB**  
**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**

*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	\$ 11.02	\$ 11.39	\$ 11.75	\$ 12.12	\$ 12.49	\$ 12.70	\$ 13.06	\$ 13.43	\$ 13.44	\$ 13.78
	O	16.53	17.09	17.63	18.18	18.74	19.05	19.59	20.15	20.16	20.67
2	B	12.39	12.68	13.10	13.44	13.59	13.99	14.39	14.79	15.19	15.59
	O	18.59	19.02	19.65	20.16	20.39	20.99	21.59	22.19	22.79	23.39
3	B	13.52	13.97	14.42	14.87	15.32	15.77	16.22	16.67	17.12	17.57
	O	20.28	20.96	21.63	22.31	22.98	23.66	24.33	25.01	25.68	26.36
4	B	15.18	15.68	16.19	16.69	17.20	17.70	18.21	18.72	19.22	19.73
	O	22.77	23.52	24.29	25.04	25.80	26.55	27.32	28.08	28.83	29.60
5	B	16.98	17.55	18.11	18.68	19.24	19.81	20.38	20.94	21.51	22.07
	O	25.47	26.33	27.17	28.02	28.86	29.72	30.57	31.41	32.27	33.11
6	B	18.93	19.56	20.19	20.82	21.45	22.08	22.71	23.34	23.97	24.60
	O	28.40	29.34	30.29	31.23	32.18	33.12	34.07	35.01	35.96	36.90
7	B	21.03	21.73	22.43	23.14	23.84	24.54	25.24	25.94	26.64	27.34
	O	31.55	32.60	33.65	34.71	35.76	36.81	37.86	38.91	39.96	41.01
8	B	23.29	24.07	24.85	25.62	26.40	27.18	27.95	28.73	29.51	30.28
	O	34.94	36.11	37.28	38.43	39.60	40.77	41.93	42.50	42.50	42.50
9	B	25.73	26.58	27.44	28.30	29.16	30.01	30.87	31.73	32.59	33.44
	O	38.60	39.87	41.16	42.45	42.50	42.50	42.50	42.50	42.50	42.50
10	B	28.33	29.28	30.22	31.16	32.11	33.05	34.00	34.94	35.89	36.83
	O	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50
11	B	31.13	32.16	33.20	34.24	35.28	36.32	37.35	38.39	39.43	40.47
	O	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50	42.50
12	B	37.31	38.55	39.80	41.04	42.28	43.53	44.77	46.01	47.26	48.50
	O	42.50	42.50	42.50	42.50	42.50	43.53	44.77	46.01	47.26	48.50
13	B	44.36	45.84	47.32	48.80	50.28	51.76	53.24	54.72	56.20	57.67
	O	44.36	45.84	47.32	48.80	50.28	51.76	53.24	54.72	56.20	57.67
14	B	52.43	54.17	55.92	57.67	59.41	61.16	62.91	64.66	66.40	68.15
	O	52.43	54.17	55.92	57.67	59.41	61.16	62.91	64.66	66.40	68.15
15	B	61.67	63.72	65.78	67.83	69.89	71.94	74.00	76.05	78.11	80.17
	O	61.67	63.72	65.78	67.83	69.89	71.94	74.00	76.05	78.11	80.17

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>