

**Salary Table 2023-VB**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 17.94%**  
**For the Locality Pay Area of Virginia Beach-Norfolk, VA-NC**  
**Total Increase: 4.78%**  
**Effective January 2023**

*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	\$ 11.87	\$ 12.27	\$ 12.66	\$ 13.05	\$ 13.45	\$ 13.68	\$ 14.07	\$ 14.46	\$ 14.48	\$ 14.85
	O	17.81	18.41	18.99	19.58	20.18	20.52	21.11	21.69	21.72	22.28
2	B	13.34	13.66	14.10	14.48	14.64	15.07	15.50	15.93	16.36	16.79
	O	20.01	20.49	21.15	21.72	21.96	22.61	23.25	23.90	24.54	25.19
3	B	14.56	15.05	15.53	16.02	16.50	16.99	17.47	17.96	18.44	18.93
	O	21.84	22.58	23.30	24.03	24.75	25.49	26.21	26.94	27.66	28.40
4	B	16.34	16.89	17.43	17.98	18.52	19.07	19.61	20.16	20.70	21.25
	O	24.51	25.34	26.15	26.97	27.78	28.61	29.42	30.24	31.05	31.88
5	B	18.29	18.90	19.51	20.11	20.72	21.33	21.94	22.55	23.16	23.77
	O	27.44	28.35	29.27	30.17	31.08	32.00	32.91	33.83	34.74	35.66
6	B	20.38	21.06	21.74	22.42	23.10	23.78	24.46	25.14	25.82	26.50
	O	30.57	31.59	32.61	33.63	34.65	35.67	36.69	37.71	38.73	39.75
7	B	22.65	23.41	24.16	24.92	25.67	26.43	27.18	27.94	28.69	29.45
	O	33.98	35.12	36.24	37.38	38.51	39.65	40.77	41.91	43.04	44.18
8	B	25.08	25.92	26.76	27.59	28.43	29.27	30.10	30.94	31.78	32.61
	O	37.62	38.88	40.14	41.39	42.65	43.91	45.15	45.77	45.77	45.77
9	B	27.71	28.63	29.55	30.48	31.40	32.32	33.25	34.17	35.09	36.02
	O	41.57	42.95	44.33	45.72	45.77	45.77	45.77	45.77	45.77	45.77
10	B	30.51	31.53	32.55	33.56	34.58	35.60	36.61	37.63	38.65	39.67
	O	45.77	45.77	45.77	45.77	45.77	45.77	45.77	45.77	45.77	45.77
11	B	33.52	34.64	35.76	36.87	37.99	39.11	40.23	41.34	42.46	43.58
	O	45.77	45.77	45.77	45.77	45.77	45.77	45.77	45.77	45.77	45.77
12	B	40.18	41.52	42.86	44.20	45.54	46.88	48.22	49.55	50.89	52.23
	O	45.77	45.77	45.77	45.77	45.77	46.88	48.22	49.55	50.89	52.23
13	B	47.78	49.37	50.96	52.56	54.15	55.74	57.33	58.93	60.52	62.11
	O	47.78	49.37	50.96	52.56	54.15	55.74	57.33	58.93	60.52	62.11
14	B	56.46	58.34	60.22	62.11	63.99	65.87	67.75	69.63	71.51	73.40
	O	56.46	58.34	60.22	62.11	63.99	65.87	67.75	69.63	71.51	73.40
15	B	66.41	68.62	70.84	73.05	75.27	77.48	79.69	81.91	84.12	86.33
	O	66.41	68.62	70.84	73.05	75.27	77.48	79.69	81.91	84.12	86.33

Applicable locations are shown on the 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>