

**Salary Table 2025-VB**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.80%**  
**For the Locality Pay Area of Virginia Beach-Norfolk, VA-NC**  
**Total Increase: 1.99%**  
**Effective January 2025**

*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	\$ 12.73	\$ 13.16	\$ 13.58	\$ 14.00	\$ 14.42	\$ 14.67	\$ 15.09	\$ 15.51	\$ 15.53	\$ 15.92
	O	19.10	19.74	20.37	21.00	21.63	22.01	22.64	23.27	23.30	23.88
2	B	14.31	14.65	15.13	15.53	15.70	16.16	16.62	17.09	17.55	18.01
	O	21.47	21.98	22.70	23.30	23.55	24.24	24.93	25.64	26.33	27.02
3	B	15.62	16.14	16.66	17.18	17.70	18.22	18.74	19.26	19.78	20.30
	O	23.43	24.21	24.99	25.77	26.55	27.33	28.11	28.89	29.67	30.45
4	B	17.53	18.11	18.70	19.28	19.87	20.45	21.04	21.62	22.21	22.79
	O	26.30	27.17	28.05	28.92	29.81	30.68	31.56	32.43	33.32	34.19
5	B	19.61	20.27	20.92	21.57	22.23	22.88	23.53	24.19	24.84	25.49
	O	29.42	30.41	31.38	32.36	33.35	34.32	35.30	36.29	37.26	38.24
6	B	21.86	22.59	23.32	24.05	24.78	25.51	26.23	26.96	27.69	28.42
	O	32.79	33.89	34.98	36.08	37.17	38.27	39.35	40.44	41.54	42.63
7	B	24.29	25.10	25.91	26.72	27.53	28.34	29.15	29.96	30.77	31.58
	O	36.44	37.65	38.87	40.08	41.30	42.51	43.73	44.94	46.16	47.37
8	B	26.91	27.80	28.70	29.60	30.49	31.39	32.29	33.18	34.08	34.98
	O	40.37	41.70	43.05	44.40	45.74	47.09	48.44	49.08	49.08	49.08
9	B	29.72	30.71	31.70	32.69	33.68	34.67	35.66	36.65	37.64	38.63
	O	44.58	46.07	47.55	49.04	49.08	49.08	49.08	49.08	49.08	49.08
10	B	32.72	33.82	34.91	36.00	37.09	38.18	39.27	40.36	41.45	42.54
	O	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08
11	B	35.95	37.15	38.35	39.55	40.75	41.95	43.14	44.34	45.54	46.74
	O	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08	49.08
12	B	43.09	44.53	45.97	47.40	48.84	50.28	51.72	53.15	54.59	56.03
	O	49.08	49.08	49.08	49.08	49.08	50.28	51.72	53.15	54.59	56.03
13	B	51.25	52.95	54.66	56.37	58.08	59.79	61.50	63.20	64.91	66.62
	O	51.25	52.95	54.66	56.37	58.08	59.79	61.50	63.20	64.91	66.62
14	B	60.56	62.57	64.59	66.61	68.63	70.65	72.67	74.69	76.70	78.72
	O	60.56	62.57	64.59	66.61	68.63	70.65	72.67	74.69	76.70	78.72
15	B	71.23	73.60	75.98	78.35	80.73	83.10	85.48	87.85	90.22	92.60
	O	71.23	73.60	75.98	78.35	80.73	83.10	85.48	87.85	90.22	92.60

Applicable locations are shown on the 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>