Salary Table 2026-VB
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.80%
For the Locality Pay Area of Virginia Beach-Norfolk, VA-NC
Total Increase: 1%
Effective January 2026

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	$ 26,830	$ 27,729	$ 28,621	$ 29,510	$ 30,400	$ 30,921	$ 31,804	$ 32,693	$ 32,729	$ 33,559
2	30,167	30,884	31,885	32,729	33,095	34,068	35,041	36,014	36,987	37,960
3	32,917	34,015	35,113	36,210	37,308	38,406	39,503	40,601	41,699	42,797
4	36,950	38,182	39,414	40,646	41,878	43,110	44,342	45,574	46,806	48,038
5	41,341	42,719	44,097	45,475	46,854	48,232	49,610	50,988	52,366	53,744
6	46,084	47,620	49,156	50,692	52,228	53,764	55,300	56,836	58,372	59,908
7	51,210	52,917	54,624	56,331	58,039	59,746	61,453	63,160	64,867	66,574
8	56,713	58,603	60,493	62,383	64,273	66,163	68,053	69,944	71,834	73,724
9	62,640	64,728	66,817	68,905	70,994	73,082	75,171	77,259	79,348	81,436
10	68,980	71,279	73,578	75,876	78,175	80,474	82,773	85,071	87,370	89,669
11	75,788	78,315	80,842	83,369	85,896	88,423	90,950	93,477	96,003	98,530
12	90,838	93,866	96,894	99,923	102,951	105,979	109,007	112,036	115,064	118,092
13	108,019	111,620	115,221	118,821	122,422	126,023	129,624	133,225	136,826	140,426
14	127,646	131,901	136,157	140,412	144,668	148,923	153,178	157,434	161,689	165,945
15	150,144	155,149	160,154	165,159	170,164	175,169	180,174	185,180	190,185	195,190

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:
https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/