

**Salary Table 2024-VB (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 18.46%**  
**For the Locality Pay Area of Virginia Beach-Norfolk, VA-NC**  
**Total Increase: 5.16%**  
**Effective January 2024**

*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	\$ 26,045	\$ 26,919	\$ 27,784	\$ 28,647	\$ 29,511	\$ 30,017	\$ 30,874	\$ 31,738	\$ 31,772	\$ 32,579
2	29,286	29,982	30,952	31,772	32,131	33,076	34,022	34,967	35,912	36,858
3	38,344	39,409	40,474	41,539	42,604	43,669	44,734	45,799	46,864	47,929
4	43,041	44,237	45,432	46,627	47,822	49,018	50,213	51,408	52,603	53,799
5	49,494	50,831	52,169	53,506	54,843	56,181	57,518	58,856	60,193	61,530
6	52,193	53,685	55,176	56,668	58,159	59,651	61,142	62,633	64,125	65,616
7	56,342	57,999	59,656	61,314	62,971	64,628	66,285	67,943	69,600	71,257
8	58,724	60,559	62,394	64,229	66,064	67,899	69,734	71,569	73,404	75,239
9	62,835	64,862	66,888	68,915	70,942	72,969	74,996	77,023	79,050	81,076
10	69,195	71,427	73,658	75,890	78,122	80,354	82,586	84,817	87,049	89,281
11	73,572	76,024	78,476	80,928	83,380	85,833	88,285	90,737	93,189	95,641
12	88,183	91,122	94,061	97,000	99,939	102,878	105,817	108,756	111,695	114,634
13	104,861	108,357	111,852	115,348	118,844	122,340	125,835	129,331	132,827	136,323
14	123,914	128,045	132,175	136,306	140,437	144,567	148,698	152,829	156,960	161,090
15	145,754	150,612	155,470	160,329	165,187	170,045	174,903	179,761	184,619	189,477

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 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>