

**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**

*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	\$ 12.48	\$ 12.90	\$ 13.31	\$ 13.73	\$ 14.14	\$ 14.38	\$ 14.79	\$ 15.21	\$ 15.22	\$ 15.61
	O	18.72	19.35	19.97	20.60	21.21	21.57	22.19	22.82	22.83	23.42
2	B	14.03	14.37	14.83	15.22	15.40	15.85	16.30	16.75	17.21	17.66
	O	21.05	21.56	22.25	22.83	23.10	23.78	24.45	25.13	25.82	26.49
3	B	18.37	18.88	19.39	19.90	20.41	20.92	21.43	21.94	22.46	22.97
	O	27.56	28.32	29.09	29.85	30.62	31.38	32.15	32.91	33.69	34.46
4	B	20.62	21.20	21.77	22.34	22.91	23.49	24.06	24.63	25.21	25.78
	O	30.93	31.80	32.66	33.51	34.37	35.24	36.09	36.95	37.82	38.67
5	B	23.72	24.36	25.00	25.64	26.28	26.92	27.56	28.20	28.84	29.48
	O	35.58	36.54	37.50	38.46	39.42	40.38	41.34	42.30	43.26	44.22
6	B	25.01	25.72	26.44	27.15	27.87	28.58	29.30	30.01	30.73	31.44
	O	37.52	38.58	39.66	40.73	41.81	42.87	43.95	45.02	46.10	47.16
7	B	27.00	27.79	28.58	29.38	30.17	30.97	31.76	32.56	33.35	34.14
	O	40.50	41.69	42.87	44.07	45.26	46.46	47.64	48.84	49.74	49.74
8	B	28.14	29.02	29.90	30.78	31.66	32.53	33.41	34.29	35.17	36.05
	O	42.21	43.53	44.85	46.17	47.49	48.80	49.74	49.74	49.74	49.74
9	B	30.11	31.08	32.05	33.02	33.99	34.96	35.93	36.91	37.88	38.85
	O	45.17	46.62	48.08	49.53	49.74	49.74	49.74	49.74	49.74	49.74
10	B	33.16	34.22	35.29	36.36	37.43	38.50	39.57	40.64	41.71	42.78
	O	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74
11	B	35.25	36.43	37.60	38.78	39.95	41.13	42.30	43.48	44.65	45.83
	O	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74	49.74
12	B	42.25	43.66	45.07	46.48	47.89	49.29	50.70	52.11	53.52	54.93
	O	49.74	49.74	49.74	49.74	49.74	49.74	50.70	52.11	53.52	54.93
13	B	50.24	51.92	53.59	55.27	56.94	58.62	60.29	61.97	63.64	65.32
	O	50.24	51.92	53.59	55.27	56.94	58.62	60.29	61.97	63.64	65.32
14	B	59.37	61.35	63.33	65.31	67.29	69.27	71.25	73.23	75.21	77.19
	O	59.37	61.35	63.33	65.31	67.29	69.27	71.25	73.23	75.21	77.19
15	B	69.84	72.17	74.49	76.82	79.15	81.48	83.81	86.13	88.46	90.79
	O	69.84	72.17	74.49	76.82	79.15	81.48	83.81	86.13	88.46	90.79

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. Also, the LEO special base rate for GS-10, step 1, is used in computing the title 5 overtime hourly rate cap under 5 U.S.C. 5542 and 5 CFR 550.113 for all FLSA-exempt LEOs regardless of GS grade level.

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/>