

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

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	\$ 12.86	\$ 13.29	\$ 13.71	\$ 14.14	\$ 14.57	\$ 14.82	\$ 15.24	\$ 15.67	\$ 15.68	\$ 16.08
	O	19.29	19.94	20.57	21.21	21.86	22.23	22.86	23.51	23.52	24.12
2	B	14.45	14.80	15.28	15.68	15.86	16.32	16.79	17.26	17.72	18.19
	O	21.68	22.20	22.92	23.52	23.79	24.48	25.19	25.89	26.58	27.29
3	B	15.77	16.30	16.82	17.35	17.88	18.40	18.93	19.45	19.98	20.51
	O	23.66	24.45	25.23	26.03	26.82	27.60	28.40	29.18	29.97	30.77
4	B	17.70	18.30	18.89	19.48	20.07	20.66	21.25	21.84	22.43	23.02
	O	26.55	27.45	28.34	29.22	30.11	30.99	31.88	32.76	33.65	34.53
5	B	19.81	20.47	21.13	21.79	22.45	23.11	23.77	24.43	25.09	25.75
	O	29.72	30.71	31.70	32.69	33.68	34.67	35.66	36.65	37.64	38.63
6	B	22.08	22.82	23.55	24.29	25.03	25.76	26.50	27.23	27.97	28.71
	O	33.12	34.23	35.33	36.44	37.55	38.64	39.75	40.85	41.96	43.07
7	B	24.54	25.36	26.17	26.99	27.81	28.63	29.45	30.26	31.08	31.90
	O	36.81	38.04	39.26	40.49	41.72	42.95	44.18	45.39	46.62	47.85
8	B	27.17	28.08	28.99	29.89	30.80	31.70	32.61	33.51	34.42	35.33
	O	40.76	42.12	43.49	44.84	46.20	47.55	48.92	49.58	49.58	49.58
9	B	30.01	31.01	32.02	33.02	34.02	35.02	36.02	37.02	38.02	39.02
	O	45.02	46.52	48.03	49.53	49.58	49.58	49.58	49.58	49.58	49.58
10	B	33.05	34.15	35.26	36.36	37.46	38.56	39.66	40.76	41.86	42.97
	O	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58
11	B	36.31	37.53	38.74	39.95	41.16	42.37	43.58	44.79	46.00	47.21
	O	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58	49.58
12	B	43.53	44.98	46.43	47.88	49.33	50.78	52.23	53.68	55.13	56.58
	O	49.58	49.58	49.58	49.58	49.58	50.78	52.23	53.68	55.13	56.58
13	B	51.76	53.48	55.21	56.93	58.66	60.38	62.11	63.84	65.56	67.29
	O	51.76	53.48	55.21	56.93	58.66	60.38	62.11	63.84	65.56	67.29
14	B	61.16	63.20	65.24	67.28	69.32	71.36	73.40	75.44	77.47	79.51
	O	61.16	63.20	65.24	67.28	69.32	71.36	73.40	75.44	77.47	79.51
15	B	71.94	74.34	76.74	79.14	81.54	83.93	86.33	88.73	91.13	93.53
	O	71.94	74.34	76.74	79.14	81.54	83.93	86.33	88.73	91.13	93.53

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/>