

SALARY TABLE 2021-BH (LEO)
INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND
INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.26%
FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL
TOTAL INCREASE: 1%
EFFECTIVE JANUARY 2021

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	\$ 11.00	\$ 11.36	\$ 11.73	\$ 12.09	\$ 12.46	\$ 12.67	\$ 13.03	\$ 13.40	\$ 13.41	\$ 13.75
	O	16.50	17.04	17.60	18.14	18.69	19.01	19.55	20.10	20.12	20.63
2	B	12.36	12.66	13.07	13.41	13.56	13.96	14.36	14.76	15.16	15.56
	O	18.54	18.99	19.61	20.12	20.34	20.94	21.54	22.14	22.74	23.34
3	B	16.19	16.64	17.09	17.54	17.99	18.44	18.88	19.33	19.78	20.23
	O	24.29	24.96	25.64	26.31	26.99	27.66	28.32	29.00	29.67	30.35
4	B	18.17	18.68	19.18	19.69	20.19	20.70	21.20	21.70	22.21	22.71
	O	27.26	28.02	28.77	29.54	30.29	31.05	31.80	32.55	33.32	34.07
5	B	20.90	21.46	22.03	22.59	23.16	23.72	24.29	24.85	25.42	25.98
	O	31.35	32.19	33.05	33.89	34.74	35.58	36.44	37.28	38.13	38.97
6	B	22.03	22.66	23.29	23.92	24.55	25.18	25.81	26.44	27.07	27.70
	O	33.05	33.99	34.94	35.88	36.83	37.77	38.72	39.66	40.61	41.55
7	B	23.79	24.49	25.18	25.88	26.58	27.28	27.98	28.68	29.38	30.08
	O	35.69	36.74	37.77	38.82	39.87	40.92	41.97	43.02	43.82	43.82
8	B	24.79	25.57	26.34	27.12	27.89	28.67	29.44	30.22	30.99	31.77
	O	37.19	38.36	39.51	40.68	41.84	43.01	43.82	43.82	43.82	43.82
9	B	26.53	27.38	28.24	29.09	29.95	30.81	31.66	32.52	33.37	34.23
	O	39.80	41.07	42.36	43.64	43.82	43.82	43.82	43.82	43.82	43.82
10	B	29.21	30.16	31.10	32.04	32.98	33.93	34.87	35.81	36.75	37.70
	O	43.82	43.82	43.82	43.82	43.82	43.82	43.82	43.82	43.82	43.82
11	B	31.06	32.10	33.13	34.17	35.20	36.24	37.27	38.31	39.34	40.38
	O	43.82	43.82	43.82	43.82	43.82	43.82	43.82	43.82	43.82	43.82
12	B	37.23	38.47	39.71	40.95	42.19	43.43	44.68	45.92	47.16	48.40
	O	43.82	43.82	43.82	43.82	43.82	43.82	44.68	45.92	47.16	48.40
13	B	44.27	45.74	47.22	48.70	50.17	51.65	53.12	54.60	56.07	57.55
	O	44.27	45.74	47.22	48.70	50.17	51.65	53.12	54.60	56.07	57.55
14	B	52.31	54.06	55.80	57.54	59.29	61.03	62.77	64.52	66.26	68.01
	O	52.31	54.06	55.80	57.54	59.29	61.03	62.77	64.52	66.26	68.01
15	B	61.53	63.58	65.64	67.69	69.74	71.79	73.84	75.89	77.94	79.99
	O	61.53	63.58	65.64	67.69	69.74	71.79	73.84	75.89	77.94	79.99

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 2021 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>