

**Salary Table 2023-BH (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 4.1% General Schedule Increase and a Locality Payment of 17.41%**  
**For the Locality Pay Area of Birmingham-Hoover-Talladega, AL**  
**Total Increase: 4.63%**  
**Effective January 2023**

*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	\$ 11.81	\$ 12.21	\$ 12.60	\$ 12.99	\$ 13.39	\$ 13.62	\$ 14.00	\$ 14.40	\$ 14.41	\$ 14.78
	O	17.72	18.32	18.90	19.49	20.09	20.43	21.00	21.60	21.62	22.17
2	B	13.28	13.60	14.04	14.41	14.57	15.00	15.43	15.86	16.29	16.72
	O	19.92	20.40	21.06	21.62	21.86	22.50	23.15	23.79	24.44	25.08
3	B	17.39	17.88	18.36	18.84	19.33	19.81	20.29	20.78	21.26	21.74
	O	26.09	26.82	27.54	28.26	29.00	29.72	30.44	31.17	31.89	32.61
4	B	19.52	20.07	20.61	21.15	21.69	22.24	22.78	23.32	23.86	24.41
	O	29.28	30.11	30.92	31.73	32.54	33.36	34.17	34.98	35.79	36.62
5	B	22.45	23.06	23.67	24.27	24.88	25.49	26.09	26.70	27.31	27.92
	O	33.68	34.59	35.51	36.41	37.32	38.24	39.14	40.05	40.97	41.88
6	B	23.67	24.35	25.03	25.70	26.38	27.05	27.73	28.41	29.08	29.76
	O	35.51	36.53	37.55	38.55	39.57	40.58	41.60	42.62	43.62	44.64
7	B	25.56	26.31	27.06	27.81	28.56	29.31	30.07	30.82	31.57	32.32
	O	38.34	39.47	40.59	41.72	42.84	43.97	45.11	46.23	47.09	47.09
8	B	26.64	27.47	28.30	29.14	29.97	30.80	31.63	32.47	33.30	34.13
	O	39.96	41.21	42.45	43.71	44.96	46.20	47.09	47.09	47.09	47.09
9	B	28.50	29.42	30.34	31.26	32.18	33.10	34.02	34.94	35.86	36.77
	O	42.75	44.13	45.51	46.89	47.09	47.09	47.09	47.09	47.09	47.09
10	B	31.39	32.40	33.41	34.42	35.44	36.45	37.46	38.47	39.49	40.50
	O	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09
11	B	33.37	34.48	35.60	36.71	37.82	38.93	40.05	41.16	42.27	43.38
	O	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09	47.09
12	B	40.00	41.33	42.67	44.00	45.33	46.67	48.00	49.33	50.67	52.00
	O	47.09	47.09	47.09	47.09	47.09	47.09	48.00	49.33	50.67	52.00
13	B	47.56	49.15	50.73	52.32	53.91	55.49	57.08	58.66	60.25	61.83
	O	47.56	49.15	50.73	52.32	53.91	55.49	57.08	58.66	60.25	61.83
14	B	56.21	58.08	59.95	61.83	63.70	65.57	67.45	69.32	71.19	73.07
	O	56.21	58.08	59.95	61.83	63.70	65.57	67.45	69.32	71.19	73.07
15	B	66.11	68.32	70.52	72.72	74.93	77.13	79.33	81.54	83.74	85.95
	O	66.11	68.32	70.52	72.72	74.93	77.13	79.33	81.54	83.74	85.95

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 2023 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2023/locality-pay-area-definitions/>