

Salary Table 2025-BH (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.24%
For the Locality Pay Area of Birmingham-Hoover-Talladega, AL
Total Increase: 1.98%
Effective January 2025

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	\$ 26,438	\$ 27,325	\$ 28,204	\$ 29,080	\$ 29,957	\$ 30,470	\$ 31,341	\$ 32,217	\$ 32,252	\$ 33,072
2	29,728	30,435	31,420	32,252	32,614	33,573	34,532	35,491	36,450	37,409
3	38,922	40,003	41,084	42,164	43,245	44,326	45,407	46,487	47,568	48,649
4	43,698	44,912	46,127	47,341	48,555	49,770	50,984	52,198	53,413	54,627
5	50,240	51,598	52,955	54,312	55,670	57,027	58,385	59,742	61,099	62,457
6	52,980	54,493	56,007	57,520	59,034	60,547	62,061	63,574	65,088	66,601
7	57,194	58,876	60,559	62,242	63,924	65,607	67,289	68,972	70,654	72,337
8	59,613	61,477	63,340	65,203	67,067	68,930	70,794	72,657	74,521	76,384
9	63,785	65,842	67,899	69,957	72,014	74,071	76,129	78,186	80,244	82,301
10	70,240	72,506	74,771	77,037	79,302	81,568	83,833	86,099	88,364	90,630
11	74,684	77,173	79,662	82,151	84,640	87,129	89,618	92,107	94,596	97,084
12	89,515	92,499	95,484	98,468	101,452	104,437	107,421	110,405	113,390	116,374
13	106,446	109,994	113,542	117,091	120,639	124,187	127,736	131,284	134,833	138,381
14	125,786	129,979	134,172	138,364	142,557	146,750	150,943	155,136	159,328	163,521
15	147,957	152,889	157,821	162,753	167,684	172,616	177,548	182,480	187,412	192,343

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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>