

Salary Table 2026-BH (LEO)
Including Special Base Rates at GS-3 through GS-10 and
Incorporating the 1% General Schedule Increase and a Locality Payment of 18.24%
For the Locality Pay Area of Birmingham-Hoover-Talladega, AL
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	\$ 12.79	\$ 13.22	\$ 13.65	\$ 14.07	\$ 14.50	\$ 14.75	\$ 15.17	\$ 15.59	\$ 15.61	\$ 16.00
	O	19.19	19.83	20.48	21.11	21.75	22.13	22.76	23.39	23.42	24.00
2	B	14.39	14.73	15.21	15.61	15.78	16.25	16.71	17.17	17.64	18.10
	O	21.59	22.10	22.82	23.42	23.67	24.38	25.07	25.76	26.46	27.15
3	B	18.84	19.36	19.89	20.41	20.93	21.46	21.98	22.50	23.03	23.55
	O	28.26	29.04	29.84	30.62	31.40	32.19	32.97	33.75	34.55	35.33
4	B	21.15	21.73	22.32	22.91	23.50	24.08	24.67	25.26	25.85	26.43
	O	31.73	32.60	33.48	34.37	35.25	36.12	37.01	37.89	38.78	39.65
5	B	24.32	24.97	25.63	26.29	26.94	27.60	28.26	28.92	29.57	30.23
	O	36.48	37.46	38.45	39.44	40.41	41.40	42.39	43.38	44.36	45.35
6	B	25.64	26.37	27.10	27.84	28.57	29.30	30.04	30.77	31.50	32.23
	O	38.46	39.56	40.65	41.76	42.86	43.95	45.06	46.16	47.25	48.35
7	B	27.68	28.49	29.31	30.12	30.93	31.75	32.56	33.38	34.19	35.01
	O	41.52	42.74	43.97	45.18	46.40	47.63	48.84	50.07	50.99	50.99
8	B	28.85	29.75	30.65	31.55	32.45	33.36	34.26	35.16	36.06	36.96
	O	43.28	44.63	45.98	47.33	48.68	50.04	50.99	50.99	50.99	50.99
9	B	30.87	31.86	32.86	33.86	34.85	35.85	36.84	37.84	38.84	39.83
	O	46.31	47.79	49.29	50.79	50.99	50.99	50.99	50.99	50.99	50.99
10	B	33.99	35.09	36.19	37.28	38.38	39.47	40.57	41.67	42.76	43.86
	O	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99
11	B	36.14	37.35	38.55	39.76	40.96	42.17	43.37	44.58	45.78	46.99
	O	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99	50.99
12	B	43.32	44.76	46.21	47.65	49.10	50.54	51.99	53.43	54.87	56.32
	O	50.99	50.99	50.99	50.99	50.99	50.99	51.99	53.43	54.87	56.32
13	B	51.51	53.23	54.95	56.67	58.38	60.10	61.82	63.53	65.25	66.97
	O	51.51	53.23	54.95	56.67	58.38	60.10	61.82	63.53	65.25	66.97
14	B	60.87	62.90	64.93	66.96	68.99	71.02	73.05	75.08	77.11	79.14
	O	60.87	62.90	64.93	66.96	68.99	71.02	73.05	75.08	77.11	79.14
15	B	71.60	73.99	76.38	78.76	81.15	83.54	85.92	88.31	90.70	93.09
	O	71.60	73.99	76.38	78.76	81.15	83.54	85.92	88.31	90.70	93.09

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 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>