

**SALARY TABLE 2020-BH (LEO)**  
**INCLUDING SPECIAL BASE RATES AT GS-3 THROUGH GS-10 AND**  
**INCORPORATING THE 2.6% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.26%**  
**FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL**  
**TOTAL INCREASE: 3.03%**  
**EFFECTIVE JANUARY 2020**

*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	\$ 22,721	\$ 23,482	\$ 24,238	\$ 24,989	\$ 25,745	\$ 26,186	\$ 26,933	\$ 27,686	\$ 27,716	\$ 28,423
2	25,547	26,155	27,001	27,716	28,028	28,852	29,677	30,501	31,325	32,149
3	33,448	34,377	35,306	36,235	37,164	38,093	39,022	39,950	40,879	41,808
4	37,548	38,591	39,634	40,677	41,720	42,763	43,806	44,848	45,891	46,934
5	43,180	44,347	45,515	46,682	47,849	49,016	50,184	51,351	52,518	53,685
6	45,530	46,831	48,132	49,433	50,734	52,034	53,335	54,636	55,937	57,238
7	49,147	50,592	52,037	53,482	54,927	56,372	57,817	59,262	60,707	62,153
8	51,229	52,830	54,431	56,032	57,632	59,233	60,834	62,435	64,036	65,637
9	54,814	56,583	58,351	60,119	61,888	63,656	65,424	67,192	68,961	70,729
10	60,363	62,311	64,258	66,205	68,153	70,100	72,047	73,995	75,942	77,890
11	64,180	66,319	68,459	70,598	72,737	74,876	77,015	79,154	81,294	83,433
12	76,926	79,490	82,055	84,620	87,185	89,749	92,314	94,879	97,443	100,008
13	91,475	94,524	97,574	100,623	103,673	106,722	109,772	112,821	115,871	118,920
14	108,095	111,698	115,301	118,904	122,507	126,110	129,712	133,315	136,918	140,521
15	127,149	131,388	135,627	139,865	144,104	148,343	152,582	156,821	161,060	165,298

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 2020 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2020/locality-pay-area-definitions/>