

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

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	\$ 10.89	\$ 11.25	\$ 11.61	\$ 11.97	\$ 12.34	\$ 12.55	\$ 12.91	\$ 13.27	\$ 13.28	\$ 13.62
	O	16.34	16.88	17.42	17.96	18.51	18.83	19.37	19.91	19.92	20.43
2	B	12.24	12.53	12.94	13.28	13.43	13.82	14.22	14.61	15.01	15.40
	O	18.36	18.80	19.41	19.92	20.15	20.73	21.33	21.92	22.52	23.10
3	B	16.03	16.47	16.92	17.36	17.81	18.25	18.70	19.14	19.59	20.03
	O	24.05	24.71	25.38	26.04	26.72	27.38	28.05	28.71	29.39	30.05
4	B	17.99	18.49	18.99	19.49	19.99	20.49	20.99	21.49	21.99	22.49
	O	26.99	27.74	28.49	29.24	29.99	30.74	31.49	32.24	32.99	33.74
5	B	20.69	21.25	21.81	22.37	22.93	23.49	24.05	24.61	25.16	25.72
	O	31.04	31.88	32.72	33.56	34.40	35.24	36.08	36.92	37.74	38.58
6	B	21.82	22.44	23.06	23.69	24.31	24.93	25.56	26.18	26.80	27.43
	O	32.73	33.66	34.59	35.54	36.47	37.40	38.34	39.27	40.20	41.15
7	B	23.55	24.24	24.93	25.63	26.32	27.01	27.70	28.40	29.09	29.78
	O	35.33	36.36	37.40	38.45	39.48	40.52	41.55	42.60	43.38	43.38
8	B	24.55	25.31	26.08	26.85	27.61	28.38	29.15	29.92	30.68	31.45
	O	36.83	37.97	39.12	40.28	41.42	42.57	43.38	43.38	43.38	43.38
9	B	26.26	27.11	27.96	28.81	29.65	30.50	31.35	32.20	33.04	33.89
	O	39.39	40.67	41.94	43.22	43.38	43.38	43.38	43.38	43.38	43.38
10	B	28.92	29.86	30.79	31.72	32.66	33.59	34.52	35.46	36.39	37.32
	O	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38
11	B	30.75	31.78	32.80	33.83	34.85	35.88	36.90	37.93	38.95	39.98
	O	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38	43.38
12	B	36.86	38.09	39.32	40.55	41.78	43.00	44.23	45.46	46.69	47.92
	O	43.38	43.38	43.38	43.38	43.38	43.38	44.23	45.46	46.69	47.92
13	B	43.83	45.29	46.75	48.21	49.68	51.14	52.60	54.06	55.52	56.98
	O	43.83	45.29	46.75	48.21	49.68	51.14	52.60	54.06	55.52	56.98
14	B	51.79	53.52	55.25	56.97	58.70	60.43	62.15	63.88	65.61	67.33
	O	51.79	53.52	55.25	56.97	58.70	60.43	62.15	63.88	65.61	67.33
15	B	60.92	62.96	64.99	67.02	69.05	71.08	73.11	75.14	77.17	79.20
	O	60.92	62.96	64.99	67.02	69.05	71.08	73.11	75.14	77.17	79.20

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