

**SALARY TABLE 2020-BH**  
**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	13.36	13.80	14.25	14.69	15.14	15.58	16.03	16.47	16.92	17.36
	O	20.04	20.70	21.38	22.04	22.71	23.37	24.05	24.71	25.38	26.04
4	B	14.99	15.49	15.99	16.49	16.99	17.49	17.99	18.49	18.99	19.49
	O	22.49	23.24	23.99	24.74	25.49	26.24	26.99	27.74	28.49	29.24
5	B	16.77	17.33	17.89	18.45	19.01	19.57	20.13	20.69	21.25	21.81
	O	25.16	26.00	26.84	27.68	28.52	29.36	30.20	31.04	31.88	32.72
6	B	18.70	19.32	19.95	20.57	21.19	21.82	22.44	23.06	23.69	24.31
	O	28.05	28.98	29.93	30.86	31.79	32.73	33.66	34.59	35.54	36.47
7	B	20.78	21.47	22.16	22.86	23.55	24.24	24.93	25.63	26.32	27.01
	O	31.17	32.21	33.24	34.29	35.33	36.36	37.40	38.45	39.48	40.52
8	B	23.01	23.78	24.55	25.31	26.08	26.85	27.61	28.38	29.15	29.92
	O	34.52	35.67	36.83	37.97	39.12	40.28	41.42	41.99	41.99	41.99
9	B	25.42	26.26	27.11	27.96	28.81	29.65	30.50	31.35	32.20	33.04
	O	38.13	39.39	40.67	41.94	41.99	41.99	41.99	41.99	41.99	41.99
10	B	27.99	28.92	29.86	30.79	31.72	32.66	33.59	34.52	35.46	36.39
	O	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99
11	B	30.75	31.78	32.80	33.83	34.85	35.88	36.90	37.93	38.95	39.98
	O	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99	41.99
12	B	36.86	38.09	39.32	40.55	41.78	43.00	44.23	45.46	46.69	47.92
	O	41.99	41.99	41.99	41.99	41.99	43.00	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

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/>