

**SALARY TABLE 2021-BH**  
**INCORPORATING THE 1% GENERAL SCHEDULE INCREASE AND A LOCALITY PAYMENT OF 16.26%**  
**FOR THE LOCALITY PAY AREA OF BIRMINGHAM-HOOVER-TALLADEGA, AL**  
**TOTAL INCREASE: 1%**  
**EFFECTIVE JANUARY 2021**

*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	\$ 11.00	\$ 11.36	\$ 11.73	\$ 12.09	\$ 12.46	\$ 12.67	\$ 13.03	\$ 13.40	\$ 13.41	\$ 13.75
	O	16.50	17.04	17.60	18.14	18.69	19.01	19.55	20.10	20.12	20.63
2	B	12.36	12.66	13.07	13.41	13.56	13.96	14.36	14.76	15.16	15.56
	O	18.54	18.99	19.61	20.12	20.34	20.94	21.54	22.14	22.74	23.34
3	B	13.49	13.94	14.39	14.84	15.29	15.74	16.19	16.64	17.09	17.54
	O	20.24	20.91	21.59	22.26	22.94	23.61	24.29	24.96	25.64	26.31
4	B	15.14	15.65	16.15	16.66	17.16	17.67	18.17	18.68	19.18	19.69
	O	22.71	23.48	24.23	24.99	25.74	26.51	27.26	28.02	28.77	29.54
5	B	16.94	17.51	18.07	18.64	19.20	19.77	20.33	20.90	21.46	22.03
	O	25.41	26.27	27.11	27.96	28.80	29.66	30.50	31.35	32.19	33.05
6	B	18.89	19.52	20.15	20.77	21.40	22.03	22.66	23.29	23.92	24.55
	O	28.34	29.28	30.23	31.16	32.10	33.05	33.99	34.94	35.88	36.83
7	B	20.99	21.69	22.39	23.09	23.79	24.49	25.18	25.88	26.58	27.28
	O	31.49	32.54	33.59	34.64	35.69	36.74	37.77	38.82	39.87	40.92
8	B	23.24	24.02	24.79	25.57	26.34	27.12	27.89	28.67	29.44	30.22
	O	34.86	36.03	37.19	38.36	39.51	40.68	41.84	42.41	42.41	42.41
9	B	25.67	26.53	27.38	28.24	29.09	29.95	30.81	31.66	32.52	33.37
	O	38.51	39.80	41.07	42.36	42.41	42.41	42.41	42.41	42.41	42.41
10	B	28.27	29.21	30.16	31.10	32.04	32.98	33.93	34.87	35.81	36.75
	O	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41
11	B	31.06	32.10	33.13	34.17	35.20	36.24	37.27	38.31	39.34	40.38
	O	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41	42.41
12	B	37.23	38.47	39.71	40.95	42.19	43.43	44.68	45.92	47.16	48.40
	O	42.41	42.41	42.41	42.41	42.41	43.43	44.68	45.92	47.16	48.40
13	B	44.27	45.74	47.22	48.70	50.17	51.65	53.12	54.60	56.07	57.55
	O	44.27	45.74	47.22	48.70	50.17	51.65	53.12	54.60	56.07	57.55
14	B	52.31	54.06	55.80	57.54	59.29	61.03	62.77	64.52	66.26	68.01
	O	52.31	54.06	55.80	57.54	59.29	61.03	62.77	64.52	66.26	68.01
15	B	61.53	63.58	65.64	67.69	69.74	71.79	73.84	75.89	77.94	79.99
	O	61.53	63.58	65.64	67.69	69.74	71.79	73.84	75.89	77.94	79.99

Applicable locations are shown on the 2021 Locality Pay Area Definitions page: <http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2021/locality-pay-area-definitions/>