

**Salary Table 2024-BH**  
**Incorporating the 4.7% General Schedule Increase and a Locality Payment of 17.91%**  
**For the Locality Pay Area of Birmingham-Hoover-Talladega, AL**  
**Total Increase: 5.15%**  
**Effective January 2024**

*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	\$ 12.42	\$ 12.84	\$ 13.25	\$ 13.66	\$ 14.07	\$ 14.32	\$ 14.72	\$ 15.14	\$ 15.15	\$ 15.54
	O	18.63	19.26	19.88	20.49	21.11	21.48	22.08	22.71	22.73	23.31
2	B	13.97	14.30	14.76	15.15	15.32	15.78	16.23	16.68	17.13	17.58
	O	20.96	21.45	22.14	22.73	22.98	23.67	24.35	25.02	25.70	26.37
3	B	15.24	15.75	16.26	16.76	17.27	17.78	18.29	18.80	19.30	19.81
	O	22.86	23.63	24.39	25.14	25.91	26.67	27.44	28.20	28.95	29.72
4	B	17.11	17.68	18.25	18.82	19.39	19.96	20.53	21.10	21.67	22.24
	O	25.67	26.52	27.38	28.23	29.09	29.94	30.80	31.65	32.51	33.36
5	B	19.14	19.78	20.42	21.05	21.69	22.33	22.97	23.61	24.24	24.88
	O	28.71	29.67	30.63	31.58	32.54	33.50	34.46	35.42	36.36	37.32
6	B	21.34	22.05	22.76	23.47	24.18	24.89	25.60	26.32	27.03	27.74
	O	32.01	33.08	34.14	35.21	36.27	37.34	38.40	39.48	40.55	41.61
7	B	23.71	24.50	25.29	26.08	26.87	27.66	28.45	29.24	30.03	30.82
	O	35.57	36.75	37.94	39.12	40.31	41.49	42.68	43.86	45.05	46.23
8	B	26.26	27.13	28.01	28.88	29.76	30.63	31.51	32.38	33.26	34.13
	O	39.39	40.70	42.02	43.32	44.64	45.95	47.27	47.91	47.91	47.91
9	B	29.00	29.97	30.93	31.90	32.87	33.83	34.80	35.77	36.73	37.70
	O	43.50	44.96	46.40	47.85	47.91	47.91	47.91	47.91	47.91	47.91
10	B	31.94	33.00	34.07	35.13	36.19	37.26	38.32	39.39	40.45	41.52
	O	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91
11	B	35.09	36.26	37.43	38.60	39.77	40.94	42.11	43.28	44.44	45.61
	O	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91	47.91
12	B	42.06	43.46	44.86	46.26	47.66	49.07	50.47	51.87	53.27	54.67
	O	47.91	47.91	47.91	47.91	47.91	49.07	50.47	51.87	53.27	54.67
13	B	50.01	51.68	53.35	55.01	56.68	58.35	60.01	61.68	63.35	65.02
	O	50.01	51.68	53.35	55.01	56.68	58.35	60.01	61.68	63.35	65.02
14	B	59.10	61.07	63.04	65.01	66.98	68.95	70.92	72.89	74.86	76.83
	O	59.10	61.07	63.04	65.01	66.98	68.95	70.92	72.89	74.86	76.83
15	B	69.52	71.83	74.15	76.47	78.78	81.10	83.42	85.73	88.05	90.37
	O	69.52	71.83	74.15	76.47	78.78	81.10	83.42	85.73	88.05	90.37

Applicable locations are shown on the 2024 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2024/locality-pay-area-definitions/>