

**Salary Table 2025-BH (LEO)**  
**Including Special Base Rates at GS-3 through GS-10 and**  
**Incorporating the 1.7% General Schedule Increase and a Locality Payment of 18.24%**  
**For the Locality Pay Area of Birmingham-Hoover-Talladega, AL**  
**Total Increase: 1.98%**  
**Effective January 2025**

*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	\$ 12.67	\$ 13.09	\$ 13.51	\$ 13.93	\$ 14.35	\$ 14.60	\$ 15.02	\$ 15.44	\$ 15.45	\$ 15.85
	O	19.01	19.64	20.27	20.90	21.53	21.90	22.53	23.16	23.18	23.78
2	B	14.24	14.58	15.06	15.45	15.63	16.09	16.55	17.01	17.47	17.92
	O	21.36	21.87	22.59	23.18	23.45	24.14	24.83	25.52	26.21	26.88
3	B	18.65	19.17	19.69	20.20	20.72	21.24	21.76	22.27	22.79	23.31
	O	27.98	28.76	29.54	30.30	31.08	31.86	32.64	33.41	34.19	34.97
4	B	20.94	21.52	22.10	22.68	23.27	23.85	24.43	25.01	25.59	26.17
	O	31.41	32.28	33.15	34.02	34.91	35.78	36.65	37.52	38.39	39.26
5	B	24.07	24.72	25.37	26.02	26.67	27.32	27.98	28.63	29.28	29.93
	O	36.11	37.08	38.06	39.03	40.01	40.98	41.97	42.95	43.92	44.90
6	B	25.39	26.11	26.84	27.56	28.29	29.01	29.74	30.46	31.19	31.91
	O	38.09	39.17	40.26	41.34	42.44	43.52	44.61	45.69	46.79	47.87
7	B	27.40	28.21	29.02	29.82	30.63	31.44	32.24	33.05	33.85	34.66
	O	41.10	42.32	43.53	44.73	45.95	47.16	48.36	49.58	50.49	50.49
8	B	28.56	29.46	30.35	31.24	32.14	33.03	33.92	34.81	35.71	36.60
	O	42.84	44.19	45.53	46.86	48.21	49.55	50.49	50.49	50.49	50.49
9	B	30.56	31.55	32.53	33.52	34.51	35.49	36.48	37.46	38.45	39.44
	O	45.84	47.33	48.80	50.28	50.49	50.49	50.49	50.49	50.49	50.49
10	B	33.66	34.74	35.83	36.91	38.00	39.08	40.17	41.25	42.34	43.43
	O	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49
11	B	35.79	36.98	38.17	39.36	40.56	41.75	42.94	44.13	45.33	46.52
	O	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49	50.49
12	B	42.89	44.32	45.75	47.18	48.61	50.04	51.47	52.90	54.33	55.76
	O	50.49	50.49	50.49	50.49	50.49	50.49	51.47	52.90	54.33	55.76
13	B	51.00	52.70	54.40	56.10	57.80	59.51	61.21	62.91	64.61	66.31
	O	51.00	52.70	54.40	56.10	57.80	59.51	61.21	62.91	64.61	66.31
14	B	60.27	62.28	64.29	66.30	68.31	70.32	72.33	74.33	76.34	78.35
	O	60.27	62.28	64.29	66.30	68.31	70.32	72.33	74.33	76.34	78.35
15	B	70.89	73.26	75.62	77.98	80.35	82.71	85.07	87.44	89.80	92.16
	O	70.89	73.26	75.62	77.98	80.35	82.71	85.07	87.44	89.80	92.16

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 2025 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2025/locality-pay-area-definitions/>