Salary Table 2025-BH

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	15.54	16.06	16.58	17.10	17.61	18.13	18.65	19.17	19.69	20.20
	O	*23.31*	*24.09*	*24.87*	*25.65*	*26.42*	*27.20*	*27.98*	*28.76*	*29.54*	*30.30*
4	B	17.45	18.03	18.61	19.19	19.77	20.36	20.94	21.52	22.10	22.68
	O	*26.18*	*27.05*	*27.92*	*28.79*	*29.66*	*30.54*	*31.41*	*32.28*	*33.15*	*34.02*
5	B	19.52	20.17	20.82	21.47	22.12	22.77	23.42	24.07	24.72	25.37
	O	*29.28*	*30.26*	*31.23*	*32.21*	*33.18*	*34.16*	*35.13*	*36.11*	*37.08*	*38.06*
6	B	21.76	22.48	23.21	23.94	24.66	25.39	26.11	26.84	27.56	28.29
	O	*32.64*	*33.72*	*34.82*	*35.91*	*36.99*	*38.09*	*39.17*	*40.26*	*41.34*	*42.44*
7	B	24.18	24.99	25.79	26.60	27.40	28.21	29.02	29.82	30.63	31.44
	O	*36.27*	*37.49*	*38.69*	*39.90*	*41.10*	*42.32*	*43.53*	*44.73*	*45.95*	*47.16*
8	B	26.78	27.67	28.56	29.46	30.35	31.24	32.14	33.03	33.92	34.81
	O	*40.17*	*41.51*	*42.84*	*44.19*	*45.53*	*46.86*	*48.21*	*48.86*	*48.86*	*48.86*
9	B	29.58	30.56	31.55	32.53	33.52	34.51	35.49	36.48	37.46	38.45
	O	*44.37*	*45.84*	*47.33*	*48.80*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*
10	B	32.57	33.66	34.74	35.83	36.91	38.00	39.08	40.17	41.25	42.34
	O	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*
11	B	35.79	36.98	38.17	39.36	40.56	41.75	42.94	44.13	45.33	46.52
	O	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*
12	B	42.89	44.32	45.75	47.18	48.61	50.04	51.47	52.90	54.33	55.76
	O	*48.86*	*48.86*	*48.86*	*48.86*	*48.86*	*50.04*	*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*

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/