

**Salary Table 2026-BH**  
**Incorporating the 1% General Schedule Increase and a Locality Payment of 18.24%**  
**For the Locality Pay Area of Birmingham-Hoover-Talladega, AL**  
**Total Increase: 1%**  
**Effective January 2026**

*Annual Rates by Grade and Step*

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$ 26,703	\$ 27,598	\$ 28,486	\$ 29,371	\$ 30,256	\$ 30,776	\$ 31,654	\$ 32,538	\$ 32,575	\$ 33,400
2	30,025	30,739	31,734	32,575	32,939	33,908	34,876	35,844	36,813	37,781
3	32,762	33,854	34,947	36,040	37,132	38,225	39,317	40,410	41,502	42,595
4	36,776	38,002	39,228	40,455	41,681	42,907	44,133	45,359	46,585	47,812
5	41,146	42,518	43,890	45,261	46,633	48,004	49,376	50,747	52,119	53,491
6	45,866	47,395	48,924	50,453	51,982	53,511	55,040	56,568	58,097	59,626
7	50,969	52,668	54,367	56,066	57,765	59,464	61,163	62,862	64,561	66,261
8	56,445	58,327	60,208	62,089	63,970	65,851	67,733	69,614	71,495	73,376
9	62,344	64,423	66,502	68,580	70,659	72,738	74,816	76,895	78,974	81,052
10	68,655	70,943	73,231	75,519	77,807	80,095	82,383	84,670	86,958	89,246
11	75,431	77,946	80,461	82,976	85,491	88,006	90,521	93,036	95,551	98,066
12	90,410	93,424	96,438	99,452	102,466	105,480	108,493	111,507	114,521	117,535
13	107,510	111,094	114,677	118,261	121,845	125,429	129,013	132,597	136,181	139,764
14	127,044	131,280	135,515	139,750	143,986	148,221	152,456	156,692	160,927	165,162
15	149,436	154,418	159,399	164,381	169,362	174,344	179,325	184,307	189,288	194,270

Applicable locations are shown on the 2026 Locality Pay Area Definitions page:

<https://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages/2026/locality-pay-area-definitions/>