

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/>