

Salary Table 2026-BH (LEO)
Including Special Base Rates at GS-3 through GS-10 and
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	39,317	40,410	41,502	42,595	43,687	44,780	45,872	46,965	48,057	49,150
4	44,133	45,359	46,585	47,812	49,038	50,264	51,490	52,716	53,942	55,168
5	50,747	52,119	53,491	54,862	56,234	57,605	58,977	60,349	61,720	63,092
6	53,511	55,040	56,568	58,097	59,626	61,155	62,684	64,213	65,741	67,270
7	57,765	59,464	61,163	62,862	64,561	66,261	67,960	69,659	71,358	73,057
8	60,208	62,089	63,970	65,851	67,733	69,614	71,495	73,376	75,257	77,139
9	64,423	66,502	68,580	70,659	72,738	74,816	76,895	78,974	81,052	83,131
10	70,943	73,231	75,519	77,807	80,095	82,383	84,670	86,958	89,246	91,534
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

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. The LEO annual locality rates at other grades match the rates for other (non-LEO) employees.

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/>